

Judicial Selection and Recommendations for Appointment Statistics, England and Wales, April 2010 to September 2010

Judicial Appointments Commission

Statistics bulletin

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Commission website: judicialappointments.gov.uk

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Introduction

This bulletin has been prepared by the Equality and Fair Treatment Team of the Judicial Appointments Commission (JAC). It presents statistics on selection exercises and recommendations for the appointment of judges in England and Wales, completed between April 2010 and September 2010.

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

This report provides statistics on the number of applications, applicants shortlisted and recommendations for appointment, with data split by gender, ethnicity, professional background and disability status.

The statistics are used to monitor, evaluate and develop the diversity of JAC selection procedures for judicial offices.

The main source of data for details of candidates 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 application monitoring form.

The report also draws data from the Law Society, Bar Council and Judicial Office publications to derive data for 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).

This bulletin covers the following selection exercises which were completed between April 2010 and September 2010:

- Deputy District Judge (Civil, England and Wales);
- Recorder (Civil, England and Wales);
- Salaried Immigration Judge of the Immigration and Asylum Tribunal (England and Wales);
- High Court Judge (England and Wales);
- Fee Paid Deputy Judge of the Upper Tribunal (Immigration and Asylum, England and Wales); and
- Grouped, Small Exercises (England and Wales).

Detailed data tables are available in Excel format. They can be found in **Annex A** and can be downloaded from: judicialappointments.gov.uk.

Information about statistical revisions, forthcoming changes, symbols and conventions used in the bulletin are given in the **Explanatory notes**. If you have any feedback, questions or requests for further information about this statistical bulletin, please direct them to the appropriate contact given at the end of this report.

Key findings

The statistics presented in this report are primarily used to monitor the diversity of applicants and those recommended for appointment to judicial posts in England and Wales with respect to gender, ethnicity, professional background and disability.

Deputy District Judge (Civil, England and Wales)

- There were 1,550 applications from the eligible candidates for the Deputy District Judge selection exercise which took place during the April to September 2010 period. This represented 1.5% of the eligible pool.
- From the applications received in each group, 25% of solicitors, 22% of women, 16% of BME candidates and 15% of candidates with a disability were shortlisted.
- Of those shortlisted in each group, 35% of solicitors, 55% of women and 49% of BME candidates were recommended for appointment.

Recorder (Civil, England and Wales)

- For the Recorder (Civil) selection exercise, there were 500 applications from eligible candidates, which represented 0.5% of the potential eligible pool.
- 16% of female applicants and 8% of BME candidates were shortlisted, compared to 24% of male applicants and 24% of white applicants.
- Of those shortlisted, 44% of women candidates were recommended for appointment compared to 37% of men.

Salaried Immigration Judge of the Immigration and Asylum Tribunal (England and Wales)

- Some 350 eligible candidates applied for the Salaried Immigration Judge of the Immigration and Asylum Tribunal selection exercise. This represented about 10% of the eligible pool.
- From the applications received in each group, 8% of solicitors were shortlisted compared to 24% of barristers, as were 11% of BME applicants compared to 21% of white applicants.
- Of those shortlisted, 43% of women were recommended for appointment compared to 27% of men.

High Court Judge (England and Wales)

- There were 90 applications received for the High Court Judge selection exercise between April and September 2010. This represented 2.5% of the eligible pool.
- 34 candidates were shortlisted, and 13 recommended for appointment.

Fee Paid Deputy Judge of the Upper Tribunal (Immigration and Asylum Tribunal, England and Wales)

- For the Fee Paid Deputy Judge of the Upper Tribunal (Immigration and Asylum Tribunal) selection exercise, around 180 applications were received between April and September 2010, which represented 5% of the eligible pool.
- From the applications received in each group, 29% of women and 24% of BME applicants were shortlisted.
- Of those shortlisted in each group, 59% of women candidates were recommended for appointment.

Grouped, Small Selection Exercises (England and Wales)

The grouped, small exercises were for a collection of posts where the number of applicants and recommendations for appointment were too small to be shown separately while maintaining candidates' confidentiality. However these were run as separate selection exercises. The eight posts concerned were: Salaried Judge of the First-Tier Tribunal – Health, Education and Social Care Chamber; Taxing Master of the Senior Court; First-Tier, HSC Chamber (Mental Health) Salaried Tribunal Member (Special Medical); Master of the Queen's Bench Division; Fee Paid Chairman of the Competition Appeal Tribunal; Senior Circuit Judge; Circuit Judge; and Regional Employment Judge of the Employment Tribunal.

- Nearly 500 applications were received in total for the eight small selection exercises completed between April and September 2010.
- From the applications received in each group, 49% of solicitors, 56% of women, 44% of BME candidates and 39% of candidates with a declared disability were shortlisted.

Completed selection exercises by type of judicial post

This section presents the results of the selection exercises for judicial posts which were completed between April and September 2010. It includes showing the number of recommendations for appointment as a percentage of the numbers of applications received and applicants who were shortlisted, as well as the proportion of applications received relative to the eligible pool.

Please note that for some of the selection exercises, the numbers of applicants or candidates recommended for appointment were small, so some derived percentages are based on small counts and should be treated with caution. Where relevant, this issue is highlighted in the commentary. In the tables, percentages where the denominator is a count of 10 or fewer are shown in parentheses.

Deputy District Judge (Civil, England and Wales)

This section covers statistics on the selection exercise completed between April and September 2010 for the Deputy District Judge (Civil) in England and Wales. This is the second Deputy District Judge (Civil) selection exercise completed by the JAC. The previously completed Deputy District Judge (Civil) report is available from the JAC website: judicialappointments.gov.uk

1.1 Applications received

This section reports on the composition of applications received in relation to the eligible pool broken down by gender, ethnicity and professional background. Data on the eligible pool of candidates with a declared disability are not available.

Women comprised 39% of the eligible pool and, of these nearly 2% submitted applications (**Table 1.1**). BME applicants accounted for 9% of the eligible candidates, of which nearly 3% applied for this position.

Solicitors accounted for 86% of the eligible pool, of which just over 1% applied for Deputy District Judge (Civil) in the latest exercise.

1.2 Progress of candidates and diversity in recommendation for appointments

In this exercise around 22% of female candidates were shortlisted (**Table 1.2**), compared to 31% of male candidates.

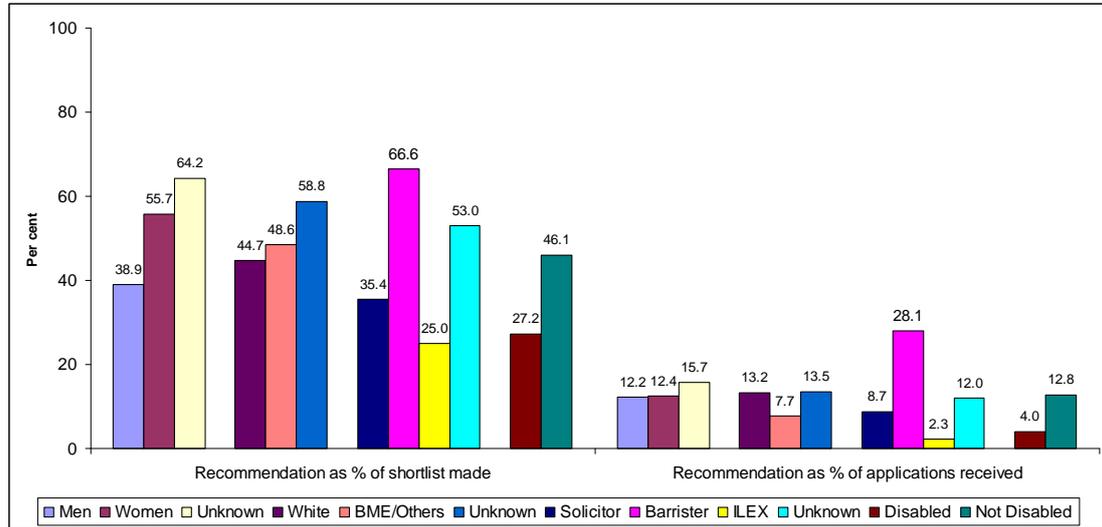
The proportion of female candidates who were recommended for appointment, as a percentage of those shortlisted, was 55%, compared to 39% of males. The proportion recommended as a percentage of applications received was 12% for both male and female candidates. (**Table 1.2 and Figure A**).

Some 16% of BME applicants were shortlisted, compared to 30% of white applicants (note that 5% of applicants did not provide ethnicity information on the monitoring form). The proportion of BME candidates who were recommended for appointment, as a percentage of those shortlisted, was 49%, marginally more than for white candidates (45%).

Some 25% of solicitors who applied were shortlisted; and of those 35% were subsequently recommended for appointment.

The proportion of applicants with a declared disability who were shortlisted in the recent exercise was 15% (compared to 28% of applicants without a declared disability).

Figure A: Diversity in recommendations as a percentage of applications received and applicants shortlisted, for the Deputy District Judge selection exercise



Recorder (Civil, England and Wales)

This section covers statistics on the selection exercise completed between April and September 2010 for Recorder (Civil) in England and Wales. This is the first Recorder (Civil) selection exercise completed by the JAC.

2.1: Applications received

Females accounted for 37% of the eligible pool, of which 0.3% applied for Recorder (Civil).

Within the ethnicity group, BME candidates accounted for 8% of the eligible pool, of which nearly 1% applied for the Recorder (Civil) selection exercise. Solicitors accounted for 86% of the eligible applicants of which 0.2% applied; by comparison 2.2% of barristers within the eligible pool applied (**Table 2.1**).

There were no eligible pool data in relation to candidates with and without a declared disability.

2.2: Progress of candidates and diversity in recommendations for appointment

Only 8 female applicants were recommended for appointment, and as a result the use of percentages in relation to gender should be interpreted with caution.

A total of 18 female candidates were shortlisted (comprising 16% of those who applied), while a marginally higher proportion of male applicants were shortlisted (24%). The proportion of women candidates who were recommended for appointment, as a percentage of those shortlisted, was 44% (8 candidates). By comparison, 37% of the male candidates who were shortlisted were subsequently recommended for appointment. A similar proportion of male and female initial applicants overall were recommended for appointment (9% and 7% respectively) (**Table 2.2**).

Some 8% of BME applicants were shortlisted (although please note that this relates to only 5 shortlisted candidates), compared to 24% of white applicants. 27% of barristers who applied were shortlisted, compared to 13% of solicitors.

Salaried Immigration Judge of the Immigration and Asylum Tribunal (England and Wales)

This section covers statistics on the selection exercise completed between April and September 2010 for the Salaried Immigration Judge of the Immigration and Asylum Tribunal in England and Wales. This is the first Salaried Immigration Judge of the Immigration and Asylum Tribunal selection exercise completed by the JAC.

3.1: Applications received

Females accounted for 20% of the eligible pool for this judicial post; just under 20% applied in the recent selection exercise, compared to under 7% of male potential applicants (**Table 3.1**).

BME potential candidates accounted for 4% of the eligible pool (but it should be noted that ethnicity data is not known for one-fifth of the eligible pool). Solicitors accounted for 37% of the eligible pool, of which nearly 11% applied for the posts in the latest exercise.

There were no eligible pool data in relation to candidates with and without a declared disability.

3.2: Progress of candidates and diversity in recommendation for appointments

The percentage of female applicants who were shortlisted (19%) was similar to that for male applicants (15%). The proportion of female candidates who were recommended for appointment, as a percentage of those shortlisted, was 43% (compared to 27% of males), while the proportion recommended for appointment as a percentage of overall applications received initially was 8% (4% for males) (**Table 3.2 and Figure B**).

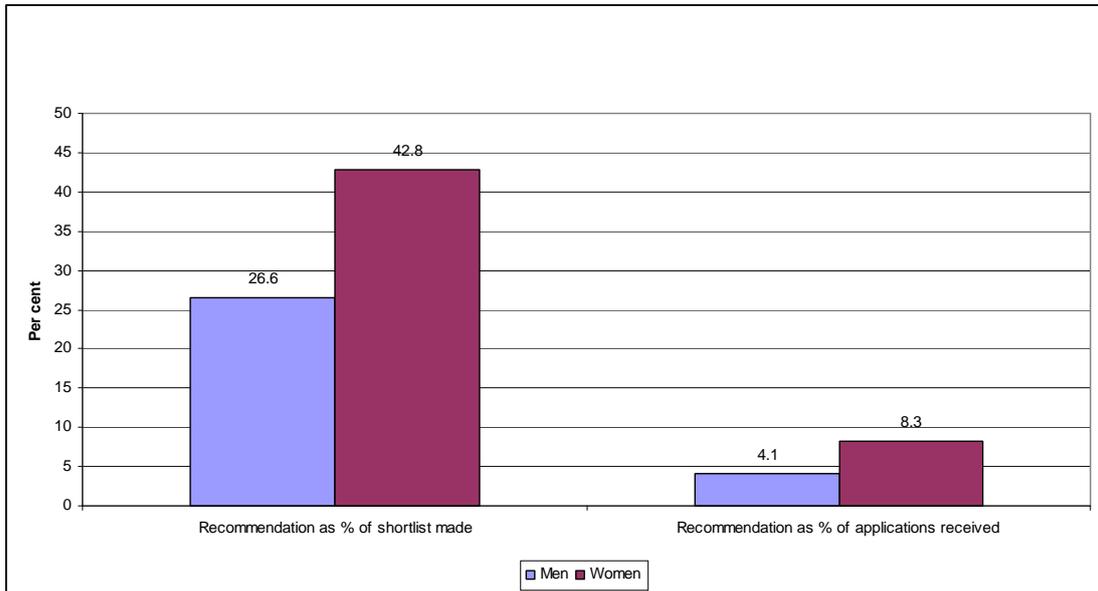
The proportion of BME candidates who were shortlisted, as a percentage of applications received, was 11%; the corresponding figure for white applicants who were shortlisted was 21%.

Some 8% of solicitors who applied were subsequently shortlisted, compared to 24% of barristers. The percentage was well below the percentage that applied and their representation in the eligible pool (37%). Although it should be noted that these figures exclude the over a third of applicants whose professional background was not recorded for these statistics.

Of those who applied for this judicial post, 6% had a declared disability, comprising 22 applicants. 18% of applicants without a declared disability were shortlisted, but none of those with a declared disability were.

The small number of appointments made (21 in total for this exercise) makes it difficult to make meaningful comparisons between different diversity groups about the proportions of applicants or shortlisted applicants who were ultimately recommended for appointment.

Figure B: Diversity in recommendations as a percentage of applications received and applicants shortlisted, for the Salaried Immigration Judge of the Immigration and Asylum Tribunal selection exercise



High Court Judge (England and Wales)

This section covers statistics on the selection exercise completed between April and September 2010 for the High Court Judge in England and Wales. This is the third High Court Judge selection exercise completed by the JAC.

4.1: Applications received

The eligible pool was the same as for the Salaried Immigration Judge of the Immigration and Asylum Tribunal (England and Wales) selection exercise – please see subsection 3.1. Overall, 90 applications were made in the recent High Court Judge selection exercise, comprising 2.5% of the eligible pool of potential candidates.

4.2: Progress of candidates and diversity in recommendation for appointments

Please note that since only 90 applications were made in total for this selection exercise, the percentages relating to applicants who were shortlisted and recommended for appointment within some diversity groups are based on small counts and should be interpreted with caution.

A similar proportion of female applicants were shortlisted (33%) as male applicants (39%). Overall, of the 15 female applicants, 5 were shortlisted and 2 were recommended for appointment. Of the total of 6 BME applicants, 2 were shortlisted and both were subsequently recommended for appointment.

Fee Paid Deputy Judge of the Upper Tribunal (Immigration and Asylum), (England and Wales)

This section covers statistics on the completed selection exercise between April and September 2010 for the Fee Paid Deputy Judge of the Upper Tribunal (Immigration and Asylum) in England and Wales. This is the first Fee Paid Deputy Judge of the Upper Tribunal (Immigration and Asylum) selection exercise completed by the JAC.

5.1: Applications received

The eligible pool was the same as for the Salaried Immigration Judge of the Immigration and Asylum Tribunal (England and Wales) selection exercise – please see subsection 3.1. A total of 179 applications were made in the Fee Paid Deputy Judge of the Upper Tribunal selection exercise, comprising about 5% of the overall eligible pool of potential candidates (**Table 5.1**).

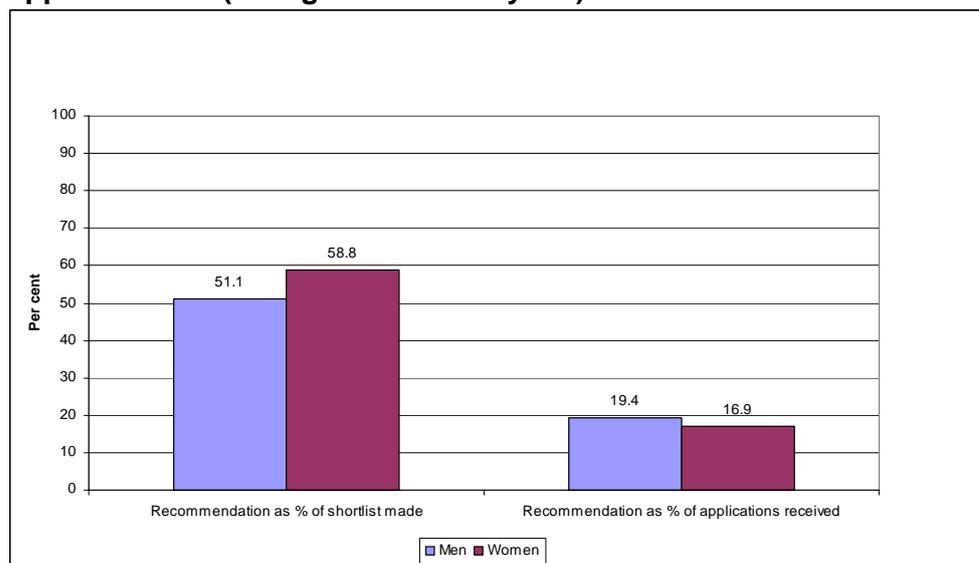
5.2: Progress of candidates and diversity in recommendation for appointments

The percentage of females who were shortlisted, as a proportion of initial applicants, was 29%; for male applicants the proportion was 38% but because of the small number of applicants in total (179) this apparent difference was not statistically significant. Some 59% of the shortlisted female candidates were subsequently recommended for appointment (51% for males) (**Table 5.2 and Figure C**).

Some 24% of BME initial applicants were shortlisted; the proportion of BME initial applicants who were subsequently recommended for appointment was 14%.

For this selection exercise, information about the professional background was not known for a large proportion of applicants (46%). Of those for whom this information was known, 9 (15%) of the existing judicial office holders (whose professional background could be as barristers or solicitors) who initially applied were subsequently recommended for appointment.

Figure C: Diversity in recommendations as a percentage of applications received and applicants shortlisted, for the Fee Paid Deputy Judge of the Upper Tribunal (Immigration and Asylum) selection exercise



Grouped, Small Exercises (England and Wales)

The grouped, small exercises were all completed between April and September 2010. They were for a collection of posts, where the number of applicants and recommendations for appointment were too small to be shown separately while maintaining candidates' confidentiality. While these were run as separate selection exercises, they are grouped together in this report for presentational purposes. The posts concerned comprised a mixture of court and tribunal roles; the eight posts covered by the selection exercises in this section were:

- Salaried Judge of the First-Tier Tribunal – Health, Education and Social Care Chamber;
- Taxing Master of the Senior Courts;
- First-Tier, HSC Chamber (Mental Health) Salaried Tribunal Member (Special Medical);
- Master of the Queen's Bench Division;
- Fee Paid Chairman of the Competition Appeal Tribunal;
- Senior Circuit Judge;
- Circuit Judge; and
- Regional Employment Judge of the Employment Tribunal.

6.1: Applications received

A total of 498 applicants were received in total for these eight selection exercises as a whole. Female applicants comprised 28% of the total received; BME applicants 11%; and solicitors 33% (**Table 6.1**).

Eligible pool data are not shown, because the eligible pools were not the same across all the different selection exercises covered in this section.

6.2: Progress of candidates and diversity in recommendation for appointments

Of the female applicants, 56% were shortlisted compared to 67% of male applicants. However, the proportion of the initial applicants who were subsequently recommended for appointment was similar for the two groups (4% for males and 5% for females). It should be noted throughout this subsection that only a total of 21 candidates were recommended for appointment so some of the percentages are based on small numbers of ultimately successful candidates.

Some 44% of BME applicants were shortlisted, compared to 67% of white applicants; and 39% of applicants with a declared disability were shortlisted compared to 65% without a declared disability. However, across all these diversity groups, the proportion of initial applicants who were ultimately recommended for appointment was similar (roughly 4% in each group) (**Table 6.2**).

Explanatory notes

This report contains key statistics describing the proportion of eligible candidates who applied for posts, the progress of applications made by under-represented groups through shortlisting and recommendation for appointment. It looks at the proportion of candidates shortlisted, recommendations for appointment as a proportion of shortlisted applicants and recommendations for appointment as a proportion of applications received.

The breakdown of figures presented in this bulletin excludes the unknown candidates and incomplete data returns.

Revisions

The 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 are 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.

Deputy District Judge (Civil)

The jurisdiction of a Deputy District Judge is similar to that of a District Judge save for the jurisdiction in family proceedings. They sit in the county court. Not all county courts and District Registries have identical jurisdiction. All county courts exercise the general jurisdiction of the county courts and most exercise the family jurisdiction. Some county courts exercise the insolvency jurisdiction and District Registries exercise High Court jurisdiction. The activities of a Deputy District Judge are conducted both in public and in private, in court or in the judge's room. Some applications are dealt with on paper.

Recorder (Civil)

A Recorder is a part-time judge of the Crown Court or county courts. Some Recorders are authorised to exercise specialist civil jurisdictions, e.g. in the Technology and Construction Court and the Patents Court. Save as may be otherwise indicated, the statutory jurisdiction of a Recorder is in general formally identical to that of a Circuit Judge. Notes on the jurisdiction of a Circuit Judge are available on the Judicial Appointments Commission website at judicialappointments.gov.uk. Recorders sitting in the civil jurisdiction appointed from this exercise are authorised to sit in the county court.

Salaried Immigration Judge of the Immigration and Asylum Tribunal

Immigration Judges generally preside as single judges to determine first instance appeals against asylum and immigration decisions made by the Government. However, they may also be invited to sit on panels of judges. The current sitting pattern is such that Immigration Judges will have a one-day hearing, and one-day writing up the determination, alternating.

High Court

There are three High Court Divisions – the Queen’s Bench Division, the Chancery Division and the Family Division. All Judges of the High Court possess equal power, authority and jurisdiction. Judges may be required to sit in a Division other than that to which they are assigned, as the business of the court demands. High Court Judges of the Queen’s Bench Division also sit in the Crown Court and in normal circumstances can spend up to half their time sitting on Circuit. Family Division Judges also spend some time on Circuit. High Court Judges sitting in the Queen’s Bench Division are routinely asked to sit in the Court of Appeal Criminal Division. Appointments to the Family Division may give a High Court Judge the opportunity to sit in a broad range of jurisdictions, for example criminal, civil, and the administrative court. Judges also carry out duties such as directing training programmes at the Judicial Studies Board, and sitting on a variety of government working groups.

Fee Paid Deputy of the Upper Tribunal (Immigration and Asylum)

The Upper Tribunal (Immigration and Asylum) hears applications and appeals on questions of law from the First-tier Tribunal created by the Act. Deputy Judges have all the powers of a full judge of the tribunal but are appointed primarily to assist in the disposal of cases which could not otherwise be dealt with by the full judges. The main activities of Judges of the Upper Tribunal can be found at judicialappointments.gov.uk.

Grouped Small exercises

The selection processes that apply to large exercises also apply to small exercises, although there will usually be a paper sift instead of a qualifying test to create the shortlist.

The April-September 2010 grouped small exercises comprise the following:

- Salaried Judge of the First-Tier Tribunal – Health, Education and Social Care Chamber
- Taxing Master of the Senior Court
- First-Tier, Health, Education and Social Care Chamber (Mental Health) Salaried Tribunal Member (Special Medical)
- Master of the Queen’s Bench Division
- Fee Paid Chairman of the Competition Appeal Tribunal
- Senior Circuit Judge
- Circuit Judge
- Regional Employment Judge of the Employment Tribunal

For each of the above posts the selection process is determined by the JAC under the Constitutional Reform Act 2005, and is set out on the JAC website: judicialappointments.gov.uk.

There were two stages in each selection process: shortlisting and recommendation for appointment. Around 2-3 times as many candidates 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 at 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 make recommendations to the Lord Chancellor.

Symbols and conventions

n/a = Not available or not applicable

0 = Nil

Contacts

Enquires about the statistics in this bulletin or suggestions should be directed to:

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General information about the Judicial Appointments Commission is available from www.judicialappointments.gov.uk

Annex A - tables

Table 1.1: Size of the eligible pool, and applications received as a proportion of the eligible pool by group for the Deputy District Judge (Civil), (England and Wales) selection exercise completed between April 2010 and September 2010

Group	Size of eligible pool		Applications received	
	Number	Percentage of total pool	Number	Percentage of group in eligible pool
Gender				
Male	63,074	61%	834	1.3%
Female	40,219	39%	661	1.6%
Unknown	0	0%	57	n/a
Ethnic background				
White	94,404	91%	1,245	1.3%
BME/Other	8,889	9%	233	2.6%
Unknown	0	0%	74	n/a
Professional background				
Solicitor	89,155	86%	1,071	1.2%
Barrister	14,138	14%	284	2.0%
Unknown/Other ¹	0	0%	197	n/a
All	103,293	100%	1,552	1.5%

Sources:

Law Society, Judicial Office, Bar Council and Judicial Appointments Commission Equitas database

Note:

1 Comprises JOH and ILEX applicants as well as applicants who either ticked multiple answers to a single response question or declined to complete the application monitoring form

Table 1.2: Candidates' progress from application stage to recommendation for appointment, by group, for the Deputy District Judge (Civil), (England and Wales) selection exercise completed between April 2010 and September 2010

Group	Applications received		Shortlisted applicants		Recommendations for appointments		
	Number	Percentage of all applications	Number	Percentage of applications from group	Number	Percentage of shortlisted applicants from group	Percentage of applications from group
Gender							
Male	834	54%	262	31%	102	39%	12%
Female	661	43%	147	22%	82	55%	12%
Unknown	57	4%	14	25%	9	64%	16%
Ethnic background							
White	1,245	80%	369	30%	165	45%	13%
BME/Other	233	15%	37	16%	18	49%	8%
Unknown	74	5%	17	23%	10	59%	14%
Professional background							
Solicitor	1,071	69%	265	25%	94	35%	9%
Barrister	284	18%	120	42%	80	67%	28%
ILEX	43	3%	4	9%	1	(25%)	2%
Salaried judicial office holder	3	0%	0	(0%)	0	n/a	(0%)
Unknown/Other ¹	151	10%	34	23%	18	53%	12%
Disability status							
Candidate with disability	74	5%	11	15%	3	27%	4%
Candidate without disability	1,478	95%	412	28%	190	46%	13%
All	1,552	100%	423	27%	193	46%	12%

Source:

Judicial Appointments Commission Equitas Database

Note:

1 Unknown comprises applicants who either ticked multiple answers to a single response question or declined to complete the application monitoring form
Percentages in parentheses are based on denominators of 10 or fewer and should be treated with caution

Table 2.1: Size of the eligible pool, and applications received as a proportion of the eligible pool, for the Recorder (Civil), (England and Wales) selection exercise completed between April 2010 and September 2010

Group	Size of eligible pool		Applications received	
	Number	Percentage of total pool	Number	Percentage of group in eligible pool
Gender				
Male	57,639	63%	366	0.6%
Female	33,415	37%	110	0.3%
Unknown	0	0%	20	n/a
Ethnic background				
White	83,807	92%	406	0.5%
BME\Other	7,247	8%	65	0.9%
Unknown	0	0%	25	n/a
Professional background				
Solicitor	77,909	86%	120	0.2%
Barrister	13,145	14%	284	2.2%
Unknown/Other ¹	0	0%	92	n/a
All	91,054	100%	496	0.5%

Sources:

Law Society, Judicial Office, Bar Council, Judicial Appointments Commission Equitas database

Note:

1 Comprises JOH and ILEX applicants as well as applicants who either ticked multiple answers to a single response question or declined to complete the application monitoring form

Table 2.2: Candidates' progress from application stage to recommendations for appointment, by group, for the Recorder (Civil), (England and Wales) selection exercise completed between April 2010 and September 2010

Group	Applications received		Shortlist applicants		Recommendations for appointments		
	Number	Percentage of all applications	Number	Percentage of applications from group	Number	Percentage of shortlisted applicants from group	Percentage of applications from group
Gender							
Male	366	74%	87	24%	32	37%	9%
Female	110	22%	18	16%	8	44%	7%
Unknown	20	4%	2	10%	0	(0%)	0%
Ethnic background							
White	406	82%	99	24%	38	38%	9%
BME/Other	65	13%	5	8%	2	(40%)	3%
Unknown	25	5%	3	12%	0	(0%)	0%
Professional background							
Solicitor	120	24%	16	13%	5	31%	4%
Barrister	284	57%	78	27%	30	38%	11%
Judicial office holder	38	8%	7	18%	4	(57%)	11%
ILEX	0	0%	0	n/a	0	n/a	n/a
Unknown / any other	54	11%	6	11%	1	(17%)	2%
Disability status							
Candidate with disability	25	5%	4	16%	1	(25%)	4%
Candidate without disability	471	95%	103	22%	39	38%	8%
All	496	100%	107	22%	40	37%	8%

Source:

Judicial Appointments Commission Equitas Database

Note:

Percentages in parentheses are based on denominators of 10 or fewer and should be treated with caution

Table 3.1: Size of the eligible pool, and applications received as a proportion of the eligible pool, for the Salaried Immigration Judge of the Immigration and Asylum Tribunal, (England and Wales) selection exercise completed between April 2010 and September 2010

Group	Size of eligible pool		Applications received	
	Number	Percentage of total pool	Number	Percentage of group in eligible pool
Gender				
Male	2,869	80%	195	6.8%
Female	737	20%	144	19.5%
Unknown	0	0%	8	n/a
Ethnic background				
White	2,746	76%	202	7.4%
BME/Other	139	4%	133	95.7%
Unknown	721	20%	12	1.7%
Professional background				
Solicitor	1,342	37%	144	10.7%
Barrister	2,264	63%	72	3.2%
Unknown/Other ¹	0	0	131	n/a
All	3,606	100%	347	9.6%

Sources:

Judicial Appointments Commission Equitas Database and Judicial Office for England and Wales

Note:

¹ Comprises JOH and ILEX applicants as well as applicants who either ticked multiple answers to a single response question or declined to complete the application monitoring form

Table 3.2: Candidates' progress from application stage to recommendations, by group, for the Salaried Immigration Judge of the Asylum and Immigration Tribunal (England and Wales) selection exercise completed between April 2010 and September 2010

Group	Applications received		Shortlist of applicants		Recommendations for appointment		
	Number	Percentage of all applications	Number	Percentage of applications from group	Number	Percentage of shortlisted applicants from group	Percentage of applications from group
Gender							
Male	195	56%	30	15%	8	27%	4%
Female	144	41%	28	19%	12	43%	8%
Unknown	8	2%	1	(13%)	1	(100%)	(13%)
Ethnic background							
White	202	58%	42	21%	15	36%	7%
BME/Other	133	38%	14	11%	3	21%	2%
Unknown*	12	3%	3	25%	3	(100%)	25%
Professional background							
Solicitor	144	41%	11	8%	2	18%	1%
Barrister	72	21%	17	24%	6	35%	8%
ILEX	3	1%	0	(0%)	0	n/a	(0%)
Judicial office holder	7	2%	1	(14%)	0	(0%)	(0%)
Unknown / any other	121	35%	30	25%	13	43%	11%
Disability status							
Candidate with disability	22	6%	0	0%	0	n/a	0%
Candidate without disability	325	94%	59	100%	21	36%	6%
All	347	100%	59	17%	21	36%	6%

Source:

Judicial Appointments Commission Equitas Database

Note:

Percentages in parentheses are based on denominators of 10 or fewer and should be treated with caution

Table 4.1: Size of the eligible pool, and applications received as a proportion of the eligible pool, for the High Court Judge, (England and Wales) selection exercise completed between April 2010 and September 2010

Group	Size of eligible pool		Applications received	
	Number	Percentage of total pool	Number	Percentage of group in eligible pool
Gender				
Male	2,869	80%	75	2.6%
Female	737	20%	15	2.0%
Unknown	0	0%	0	n/a
Ethnic background				
White	2,746	76%	84	3.1%
BME/Other	139	4%	6	4.3%
Unknown	721	20%	0	0.0%
Professional background				
Solicitor	1,342	37%	7	0.5%
Barrister	2,264	63%	39	1.7%
Unknown/Other	0	0%	44	n/a
All	3,606	100%	90	2.5%

Sources:

Judicial Appointments Commission Equitas Database and Judicial Office for England and Wales

Table 4.2: Candidates' progress from application stage to recommendations, by group, for the High Court Judge, (England and Wales) selection exercise completed between April 2010 and September 2010

Group	Applications received		Shortlisted applicants		Recommendations for appointments		
	Number	Percentage of all applications	Number	Percentage of applications from group	Number	Percentage of shortlisted applicants from group	Percentage of applications from group
Gender							
Male	75	83%	29	39%	11	38%	15%
Female	15	17%	5	33%	2	(40%)	13%
Unknown	0	0%	0	n/a	0	n/a	n/a
Ethnic background							
White	84	93%	32	38%	11	34%	13%
BME/Other	6	7%	2	(33%)	2	(100%)	(33%)
Unknown	0	0%	0	n/a	0	n/a	n/a
Professional background							
Solicitor	7	8%	0	(0%)	0	n/a	(0%)
Barrister	39	43%	24	62%	10	42%	26%
ILEX	0	0%	0	n/a	0	n/a	n/a
Judicial office holder	29	32%	6	21%	1	(17%)	3%
Unknown/Other	15	17%	4	27%	2	(50%)	13%
Disability status							
Candidate with disability	4	4%	0	(0%)	0	n/a	(0%)
Candidate without disability	86	96%	34	40%	13	38%	15%
All	90	100%	34	38%	13	38%	14%

Source:

Judicial Appointments Commission Equitas Database

Note:

Percentages in parentheses are based on denominators of 10 or fewer and should be treated with caution

Table 5.1: Size of the eligible pool, and applications received as a proportion of the eligible pool, for the Fee Paid Deputy Judge of the Upper Tribunal (Asylum and Immigration), (England and Wales) selection exercise completed between April 2010 and September 2010

Group	Size of eligible pool		Applications received	
	Number	Percentage of total pool	Number	Percentage of group in eligible pool
Gender				
Male	2,869	80%	113	3.9%
Female	737	20%	59	8.0%
Unknown	0	0%	7	n/a
Ethnic background				
White	2,746	76%	125	4.6%
BME/Other	139	4%	42	30.2%
Unknown	721	20%	12	1.7%
Professional background				
Solicitor	1,342	37%	26	1.9%
Barrister	2,264	63%	33	1.5%
Unknown/Other	0	0%	120	n/a
All	3,606	100%	179	5.0%

Sources:

Judicial Appointments Commission Equitas Database and Judicial Office for England and Wales

Note:

1 Comprises JOH and ILEX applicants as well as applicants who either ticked multiple answers to a single response question or declined to complete the application monitoring form

Table 5.2: Candidates' progress from application stage to recommendations, by group, for the Fee Paid Deputy Judge of the Upper Tribunal (Asylum and Immigration), (England and Wales) selection exercise completed between April 2010 and September 2010

Group	Applications received		Shortlisted applicants		Recommendations for appointments		
	Number	Percentage of all applications	Number	Percentage of applications from group	Number	Percentage of shortlisted applicants from group	Percentage of all recommended applicants
Gender							
Male	113	63%	43	38%	22	51%	19%
Female	59	33%	17	29%	10	59%	17%
Unknown	7	4%	3	(43%)	3	(100%)	(43%)
Ethnic background							
White	125	70%	49	39%	26	53%	21%
BME\Other	42	23%	10	24%	6	(60%)	14%
Unknown	12	7%	4	33%	3	(75%)	25%
Professional background							
Solicitor	26	15%	6	23%	4	(67%)	15%
Barrister	33	18%	11	33%	5	45%	15%
ILEX	0	0%	0	n/a	0	n/a	n/a
Judicial office holder	37	21%	17	46%	9	53%	24%
Unknown/Other	83	46%	29	35%	17	57%	20%
Disability status							
Candidate with disability	13	7%	2	15%	2	(100%)	15%
Candidate without disability	166	93%	61	37%	33	54%	20%
All	179	100%	63	35%	35	56%	20%

Source:

Judicial Appointments Commission Equitas Database

Note:

Percentages in parentheses are based on denominators of 10 or fewer and should be treated with caution

Table 6.1: Number of applications received, applicants shortlisted and recommendations for appointment, by group, for the Grouped Small Exercises, (England and Wales), completed between April 2010 and September 2010

Group	Applications received	Shortlisted	Recommendations for appointment
Gender			
Male	356	237	14
Female	141	79	7
Unknown	1	1	0
Ethnic background			
White	439	292	19
BME/Other	55	24	2
Unknown	4	1	0
Professional background			
Solicitor	164	81	2
Barrister	271	207	14
ILEX	0	0	0
Judicial Office holder	17	10	3
Unknown/Other	46	19	2
Disability status			
Candidate with disability	33	13	2
Candidate without disability	465	304	19
All	498	317	21

Source:

Judicial Appointments Commission Equitas Database

Table 6.2: Candidates' progress from application stage to recommendation for appointment, by group, for the Grouped Small Exercises, (England and Wales), completed between April 2010 and September 2010

Group	Applications received		Shortlisted applicants		Recommendation for appointments		
	Number	Percentage of all applications	Number	Percentage of applications from group	Number	Percentage of shortlisted applicants from group	Percentage of applications from group
Gender							
Male	356	71%	237	67%	14	6%	4%
Female	141	28%	79	56%	7	9%	5%
Unknown	1	0%	1	(100%)	0	(0%)	(0%)
Ethnic background							
White	439	88%	292	67%	19	7%	4%
BME/Other	55	11%	24	44%	2	8%	(4%)
Unknown	4	1%	1	25%	0	0%	(0%)
Professional background							
Solicitor	164	33%	81	49%	2	2%	(1%)
Barrister	271	54%	207	76%	14	7%	5%
ILEX	0	0%	0	n/a	0	n/a	n/a
Judicial Office holder	17	3%	10	59%	1	(10%)	(6%)
Unknown / any other	46	9%	19	41%	4	21%	(9%)
Disability status							
Candidate with disability	33	7%	13	39%	2	15%	6%
Candidate without disability	465	93%	304	65%	19	6%	4%
All	498	100	317	64%	21	7%	4%

Source:

Judicial Appointments Commission Equitas Database

Note:

Percentages in parentheses are based on denominators of 10 or fewer and should be treated with caution