



# **Judicial Selection and Recommendations for Appointment Statistics, October 2010 to March 2011**

**Judicial Appointments Commission**

**Statistics Bulletin**

**Published 30 June 2011**

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## Introductory Note

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 completed between 1 October 2010 and 31 March 2011.

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

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

The **Commentary** includes an overview of each selection exercise by group<sup>1</sup> covering the eligible pool<sup>2</sup>, the number of eligible and shortlisted applicants, and the number of applicants recommended for appointments. It also includes the corresponding proportions for each of the three stages<sup>3</sup> of selection exercises.

The **Main findings** include a description of the progression of the groups, including percentage point<sup>4</sup> changes, through the three stages of selection exercises.

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

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

The **Background** includes information about each post covered by a selection exercise included in this report.

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

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

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<sup>1</sup> Group refers to the gender, ethnic background, professional background and disability status of applicants.

<sup>2</sup> If available.

<sup>3</sup> Eligible applications received; shortlisted applicants; and recommendations for appointments.

<sup>4</sup> Percentage point is the difference between two percentages.

## Background

This bulletin provides statistics relating to the following four selection exercises run by the Judicial Appointments Commission which were completed between 1 October 2010 and 31 March 2011:

- Fee Paid Member (Medically Qualified) of the First-tier Tribunal, Social Entitlement Chamber;
- Fee Paid Employment Judge, Employment Tribunal;
- Fee Paid Specialist Medical Member First-tier Tribunal Health Education & Social Care Chamber (Mental Health);
- Fee Paid Specialist Member of the First-tier Tribunal, Health, Education and Social Care Chamber, (Specialist Educational Needs and Disability);

There were also six small exercises which were completed during this six-month period. These exercises all had a small number of applicants, and so for the purposes of this report their figures have been grouped together in order to protect candidate confidentiality and to provide more meaningful counts and results. It should be noted that if any individual was an eligible applicant for more than one of these exercises, then they will be counted in these statistics more than once.

- *Senior District Judge (Chief Magistrate);*
- *Registrar of Criminal Appeals, Master of the Crown Office and Queen's Coroner & Attorney;*
- *Chamber President General Regulatory Chamber, Immigration & Asylum Chamber and First-tier Tax Chamber;*
- *Fee Paid Medical Member, (Specialist Medical) Mental Health Review Tribunal for Wales;*
- *Specialist Circuit Judge, Judge of the Patents County Court; and*
- *Fee Paid Chairman of the Copyright Tribunal.*

## **Main findings**

### **Fee Paid Member (Medically Qualified) of the First-tier Tribunal, Social Entitlement Chamber (Table 1)**

As candidates progressed from the eligible applicants' stage to recommended for appointments the proportion of:

- female applicants went from 34 per cent to 36 per cent, while the proportion of male applicants remained steady; and
- applicants from BME backgrounds fell from 19 per cent to 12 per cent, seven percentage points, compared to the proportion of white applicants rising 71 per cent to 79 per cent.

### **Fee Paid Employment Judge, Employment Tribunal (Table 2)**

- The eligible pool was made-up of 37 per cent women, eight per cent of people from BME backgrounds and 14 per cent barristers.

As they progressed from eligible applicants to recommended for appointments the proportion of:

- female applicants went from 42 per cent to 45 per cent and that of male applicants from 54 per cent to 51 per cent;
- BME applicants fell from 16 per cent to six per cent , compared to the proportion of White applicants increasing from 81 per cent to 92 per cent;
- barristers increased from 21 per cent to 28 per cent compared to a decrease in the proportion of solicitors from 63 per cent to 55 per cent.

### **Fee Paid Specialist Medical Member First-tier Tribunal Health Education and Social Care Chamber (Mental Health) (Table 3)**

As they progressed from eligible applicants to recommended for appointments the proportion of:

- female applicants increased from 25 per cent to 29 per cent compared to the male applicants decreasing from 70 per cent to 66 per cent; and
- BME applicants went from 38 per cent to 41 per cent, compared to the proportion of White applicants remaining steady at 51 per cent throughout this selection exercise.

**Fee Paid Specialist Member of the First-tier Tribunal, Health, Education and Social Care Chamber, (Specialist Educational Needs and Disability) (Table 4)**

As they progressed from eligible applicants to recommended for appointments the proportion of:

- female applicants fell by 13 percentage points, from 73 per cent to 60 per cent, compared to male applicants rising by 11 percentage points, from 22 per cent to 33 per cent.

## **Commentary**

In this section, the results of each of the four large selection exercises which were completed between 1 October 2010 and 31 March 2011 are presented, plus those for the six smaller exercises whose results have been grouped together in order to create more meaningful count sizes for the purposes of this report.

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

### **Fee Paid Member (Medically Qualified) of the First-tier Tribunal, Social Entitlement Chamber (Table 1, Charts 1a and 1b)**

#### **Eligible pool**

As this was a non-legal, medical selection exercise there was no eligible pool data and all applicants had to be medically qualified.

Around 96 per cent of eligible applicants were shortlisted in this selection exercise. Of these shortlisted applicants 72 per cent were recommended for appointments.

#### **Gender**

There were 247 eligible applicants in this selection of which 34 per cent were female and 59 per cent were male. Of these eligible applicants 236 were shortlisted and, again, 59 per cent of these shortlisted applicants were male and 34 per cent were female. Of these shortlisted applicants 169 were recommended for appointment, at this stage the proportion of female appointments was similar to that at the shortlisting stage, at 36 per cent.

#### **Ethnicity**

There were 47 eligible applicants from a BME background, nearly a fifth of applicants and just over 70 per cent were White. Going through the selection process, the proportion of shortlisted applicants from a BME background remained roughly the same (18 per cent) as did the proportion of White shortlisted applicants (72 per cent). Of those recommended for appointments the proportion of applicants from a BME background fell to 12 per cent, while those from a White background rose to 79 per cent.

#### **Professional background**

All the applicants had to be medically qualified.

#### **Disability status**

All eligible applicants were non-disabled or did not declare their disability status.

## **Fee Paid Employment Judge, Employment Tribunal (Table 2, Charts 2a and 2b)**

### **Eligible pool**

The eligible pool for this selection exercise contained around 91,000 people; the male female split was 63 per cent to 37 per cent. Around eight per cent of the eligible pool were from BME or any other non-White background. Some 14 per cent of the eligible pool were barristers and the rest were solicitors. The eligible pool data only includes information on solicitors and barristers and the disability status was not available.

In this selection exercise there were 680 eligible applicants, 16 per cent were shortlisted and half of these went on to be recommended for appointments.

Comparing the eligible pool with the eligible applicants the proportion of:

- females was 37 per cent and 42 per cent respectively;
- people from a BME background was eight per cent and 16 per cent respectively;
- solicitors was 86 per cent and 63 per cent and barristers was 14 per cent and 21 per cent respectively

### **Gender**

Some 54 per cent of the eligible applicants were male and 42 per cent female. Of the shortlisted applicants 47 were female, representing 44 per cent. Just over half of the applicants who were recommended for appointments were male and 45 per cent were female.

### **Ethnicity**

Around 16 per cent of the eligible applicants were from a BME background, representing 106 applicants, and 81 per cent were White. Of the 106 shortlisted applicants eight per cent were from a BME background and 91 per cent were White. Of the 53 applicants recommended for appointments six per cent were from a BME background.

### **Professional background**

The majority of eligible applicants were solicitors, who made up 63 per cent of the total, with barristers at 21 per cent. Among the 106 shortlisted applicants, the proportion of solicitors fell to 61 per cent and the proportion of barristers rose to 24 per cent. In the third stage of this selection exercise the proportion of solicitors fell to 55 per cent, representing 29 applicants, and that of barristers rose to 28 per cent.

## **Disability status**

In this selection exercise seven per cent of the eligible candidates were disabled. Of the shortlisted applicants 11 were disabled and six of these went on to be recommended for appointment, this represented 11 per cent of applicants at this final stage.

## **Fee Paid Specialist Medical Member First-tier Tribunal Health Education & Social Care Chamber (Mental Health) (Table 3, Charts 3a and 3b)**

### **Eligible pool**

As this was a non-legal selection exercise there was no eligible pool data.

In this selection exercise 86 per cent of eligible applicants were shortlisted. Of these, around two thirds were recommended for appointments.

### **Gender**

Of the 71 eligible applications 70% were male and 25% were female. Some 61 of these applicants successfully passed to the shortlisted stage of the selection exercise. Of these, just over a quarter (16) were female. At the third stage of this selection exercise 41 applicants were successful. Around two thirds of these were male and nearly three in ten were female.

### **Ethnicity**

Just over 50 per cent of the eligible applicants were White and 38 per cent were BME. At the shortlisted stage these proportions changed little. Of the 41 applicants recommended for appointments the proportion of applicants from a BME background rose to 41 per cent.

### **Professional background**

All the applicants had to be medically qualified.

### **Disability status**

Around six per cent of the eligible applicants were disabled. Of those shortlisted, four candidates (seven per cent) were disabled. Of the applicants recommended for appointment two were disabled, some five per cent of the third stage applicants.

## **Fee Paid Specialist Member of the First-tier Tribunal - Health, Education and Social Care Chamber, (Specialist Educational Needs and Disability) (Table 4, Charts 4a and 4b)**

### **Eligible pool**

As this was a non-legal selection exercise there was no eligible pool data.

Of the 209 eligible applicants three in ten were shortlisted in this selection exercise. Of the 63 shortlisted applicants just under half were recommended for appointments.

### **Gender**

In this selection exercise, of the eligible applicants 152 were female, amounting to 73 per cent, and 22 per cent were male. Of the 63 that were shortlisted, seven out of 10 were female and a quarter were male. Nearly half of these shortlisted applicants successfully passed to the recommendations for appointments. Of these 30 applicants, six out of ten were female and a third were male.

### **Ethnicity**

Fifteen out of the 209 eligible applicants (seven per cent) were from a BME background and 83 per cent were from a White background. Out of the 63 applicants shortlisted two were from a BME background, representing three per cent of the total, while 90 per cent were White. At the final stage of this selection exercise one applicant was from a BME background and 26 were White.

### **Professional background**

This was a non-legal appointment, which required candidates to have specialist knowledge of educational needs and disability.

### **Disability**

Eleven per cent of eligible applicants were disabled. Of the 63 shortlisted applicants eight were disabled, some 13 per cent. Three out of the 30 applicants that were recommended for appointments were disabled.

## **Grouped, small selection exercises (Table 5)**

This subsection relates to the six small exercises which were completed during this six-month period. These exercises all had a small number of applicants, and so for the purposes of this report their figures have been grouped together in order to protect candidate confidentiality and to provide more meaningful counts and results. It should be noted that if any individual was an eligible applicant for more than one of these exercises, then they will be counted in these statistics more than once.

### **Eligible pool**

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

### **Gender**

Of the 83 eligible applicants in this group of six small selection exercises, just over seventy five per cent of the applicants were male and 22 per cent were female. There were 35 shortlisted applicants, of which just less than three quarters were male and 23 per cent were female. Of the 11 applicants who went on to be recommended for appointment, 10 were male and one was female.

### **Ethnicity**

Around 77 per cent of the eligible applicants were White with 16 per cent from a BME background. At the shortlisted stage four out of 35 applicants were from a BME background, amounting to eleven per cent. At the final stage one applicant, out of eleven, was from a BME background.

### **Professional background**

Of those eligible applicants 27 per cent were barristers and a quarter were solicitors. Going into the shortlisted stage there were eight barristers, some 23 per cent of the total shortlisted applicants and five solicitors. No solicitors were recommended for appointment and of the 11 that were recommended three were barristers.

### **Disability status**

Seven of the 83 eligible applicants were disabled. Of those 35 applicants that were shortlisted one was disabled and this applicant went on to be recommended for appointment.

## Annex A – Tables

Table number	Title	Eligible pool statistics available
1	Fee Paid Member (Medically Qualified) of the First-tier Tribunal-Social Entitlement Chamber selection exercise.	No
2	Fee Paid Employment Judge, Employment Tribunal selection exercise.	Yes
3	Fee Paid Specialist Medical Member First-tier Tribunal-Health Education & Social Care Chamber (Mental Health) selection exercise..	No
4	Fee Paid Specialist Member of the First-tier Tribunal-Health, Education and Social Care Chamber, (Specialist Educational Needs and Disability) selection exercise.	No
5	Grouped, small selection exercises.  <i>Senior District Judge (Chief Magistrate) selection exercise.</i>  <i>Registrar of Criminal Appeals, Master of the Crown Office and Queen's Coroner &amp; Attorney selection exercise.</i>  <i>Chamber President General Regulatory Chamber, Immigration &amp; Asylum Chamber and First-tier Tax Chamber selection exercise.</i>  <i>Fee Paid Medical Member, (Specialist Medical) Mental Health Review Tribunal for Wales selection exercise.</i>  <i>Specialist Circuit Judge, Judge of the Patents County Court selection exercise.</i>  <i>Fee Paid Chairman of the Copyright Tribunal selection exercise.</i>	No

**Table 1**

**Fee Paid Member (Medically Qualified) of the First-tier Tribunal, Social Entitlement Chamber, selection exercise <sup>1</sup>**

Applicants' progress from applications received to recommendations for appointments

Group	Eligible applications received		Shortlisted applicants			Recommendations for appointments			
	Number	As a percentage of total eligible applications received	Number	As a percentage of total shortlisted applicants	As a percentage of eligible applications received from each group	Number	As a percentage of total recommendations for appointments	As a percentage of shortlisted applicants in each group	As a percentage of eligible applications received from each group
<b>Gender</b>									
Male	146	59%	140	59%	96%	99	59%	71%	68%
Female	84	34%	80	34%	95%	61	36%	76%	73%
Incomplete	17	7%	16	7%	94%	9	5%	56%	53%
<b>Ethnic background</b>									
White	176	71%	170	72%	97%	134	79%	79%	76%
BME	47	19%	43	18%	91%	21	12%	49%	45%
Any other	5	2%	5	2%	(100%)	3	2%	(60%)	(60%)
Incomplete	19	8%	18	8%	95%	11	7%	61%	58%
<b>Professional background</b>									
Other <sup>2</sup>	247	100%	236	100%	96%	169	100%	72%	68%
<b>Disability status</b>									
Non-disabled <sup>3</sup>	247	100%	236	100%	96%	169	100%	72%	68%
<b>Total</b>	247	100%	236	100%	96%	169	100%	72%	68%

**Source:**

The Law Society, Judicial Office, Bar Council and Judicial Appointments Commission (Equitas database reference number 00476)

**Note:**

- 1 As this was a non-legal selection exercise there was no eligible pool
  - 2 As this was a non-legal, medical selection exercise all applicants had to be medical doctors
  - 3 Includes incomplete monitoring form
- ( ) Indicates a percentage calculated from a denominator of 10 or less

**Table 2**

**Fee Paid Employment Judge, Employment Tribunal selection exercise**

Eligible pool<sup>1</sup> and applicants' progress from applications received to recommendations for appointments

Group	Size of eligible pool		Eligible applications		Shortlisted applicants			Recommendations for appointments			
	Number	As a percentage of total eligible pool	Number	As a percentage of total eligible applications received	Number	As a percentage of total shortlisted applicants	As a percentage of eligible applications received from each group	Number	As a percentage of total recommendations for appointments	As a percentage of shortlisted applicants in each group	As a percentage of eligible applications received from each group
<b>Gender</b>											
Male	57,639	63%	370	54%	57	54%	15%	27	51%	47%	7%
Female	33,415	37%	286	42%	47	44%	16%	24	45%	51%	8%
Incomplete	-	-	24	4%	2	2%	8%	2	4%	(100%)	8%
<b>Ethnic background</b>											
White	83,807	92%	549	81%	96	91%	17%	49	92%	51%	9%
BME <sup>2</sup>	7,247	8%	106	16%	8	8%	8%	3	6%	(38%)	3%
Any other	-	-	2	0%	1	1%	(50%)	0	0%	(0%)	(0%)
Incomplete	-	-	23	3%	1	1%	4%	1	2%	(100%)	4%
<b>Professional background</b>											
Solicitor	77,909	86%	429	63%	65	61%	15%	29	55%	45%	7%
Barrister	13,145	14%	142	21%	25	24%	18%	15	28%	60%	11%
ILEX	-	-	10	1%	0	0%	(0%)	0	0%	-	(0%)
Salaried judicial office holder	-	-	1	0%	0	0%	(0%)	0	0%	-	(0%)
Other	-	-	43	6%	10	9%	23%	4	8%	(40%)	9%
Incomplete	-	-	55	8%	6	6%	11%	5	9%	(83%)	9%
<b>Disability status</b>											
Disabled	n/a	n/a	47	7%	11	10%	23%	6	11%	55%	13%
Non-disabled	n/a	n/a	633	93%	95	90%	15%	47	89%	49%	7%
<b>Total</b>	<b>91,054</b>	<b>100%</b>	<b>680</b>	<b>100%</b>	<b>106</b>	<b>100%</b>	<b>16%</b>	<b>53</b>	<b>100%</b>	<b>50%</b>	<b>8%</b>

Source:

The Law Society, Judicial Office, Bar Council and Judicial Appointments Commission (Equitas database reference number 00441)

Note:

1 Eligible pool data from a previously published seven years plus post

2 The eligible pool number for BME includes 'Any other ethnic background'

n/a Data not available

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

- Not applicable

**Table 3**  
**Fee Paid Specialist Medical Member First-tier Tribunal Health Education & Social Care Chamber (Mental Health) selection exercise<sup>1</sup>**

Applicants' progress from applications received to recommendations for appointments

Group	Eligible applications		Shortlisted applicants			Recommendations for appointments			
	Number	As a percentage of total eligible applications received	Number	As a percentage of total shortlisted applicants	As a percentage of eligible applications received from each group	Number	As a percentage of total recommendations for appointments	As a percentage of shortlisted applicants in each group	As a percentage of eligible applications received from each group
<b>Gender</b>									
Male	50	70%	42	69%	84%	27	66%	64%	54%
Female	18	25%	16	26%	89%	12	29%	75%	67%
Incomplete	3	4%	3	5%	(100%)	2	5%	(67%)	(67%)
<b>Ethnic background</b>									
White	36	51%	32	52%	89%	21	51%	66%	58%
BME	27	38%	23	38%	85%	17	41%	74%	63%
Any other	6	8%	4	7%	(67%)	2	5%	(50%)	(33%)
Incomplete	2	3%	2	3%	(100%)	1	2%	(50%)	(50%)
<b>Professional background</b>									
Other <sup>2</sup>	71	100%	61	100%	86%	41	100%	67%	58%
<b>Disability status</b>									
Disabled	4	6%	4	7%	(100%)	2	5%	(50%)	(50%)
Non-disabled <sup>3</sup>	67	94%	57	93%	85%	39	95%	68%	58%
<b>Total</b>	71	100%	61	100%	86%	41	100%	67%	58%

**Source:**

The Law Society, Judicial Office, Bar Council and Judicial Appointments Commission (Equitas database reference number 00439)

**Note:**

- 1 As this was a non-legal selection exercise there was no eligible pool
  - 2 As this was a non-legal, medical selection exercise all applicants had to be medical doctors
  - 3 Includes incomplete monitoring form
- ( ) Indicates a percentage calculated from a denominator of 10 or less

**Table 4**

**Fee Paid Specialist Member of the First-tier Tribunal, Health, Education and Social Care Chamber, (Specialist Educational Needs and Disability) selection exercise<sup>1</sup>**

Applicants' progress from applications received to recommendations for appointments

Group	Eligible applications received		Shortlisted applicants			Recommendations for appointments			
	Number	As a percentage of total eligible applications received	Number	As a percentage of total shortlisted applicants	As a percentage of eligible applications received from each group	Number	As a percentage of total recommendations for appointments	As a percentage of shortlisted applicants in each group	As a percentage of eligible applications received from each group
<b>Gender</b>									
Male	47	22%	16	25%	34%	10	33%	63%	21%
Female	152	73%	44	70%	29%	18	60%	41%	12%
Incomplete	10	5%	3	5%	(30%)	2	7%	(67%)	(20%)
<b>Ethnic background</b>									
White	173	83%	57	90%	33%	26	87%	46%	15%
BME	15	7%	2	3%	13%	1	3%	(50%)	7%
Any other	6	3%	0	0%	(0%)	0	0%	-	(0%)
Incomplete	15	7%	4	6%	27%	3	10%	(75%)	20%
<b>Professional background</b>									
Solicitor	5	2%	2	3%	(40%)	0	0%	(0%)	(0%)
Barrister	3	1%	1	2%	(33%)	0	0%	(0%)	(0%)
Other <sup>2</sup>	155	74%	46	73%	30%	22	73%	48%	14%
Incomplete	46	22%	14	22%	30%	8	27%	57%	17%
<b>Disability status</b>									
Disabled	23	11%	8	13%	35%	3	10%	(38%)	13%
Non-disabled	186	89%	55	87%	30%	27	90%	49%	15%
<b>Total</b>	<b>209</b>	<b>100%</b>	<b>63</b>	<b>100%</b>	<b>30%</b>	<b>30</b>	<b>100%</b>	<b>48%</b>	<b>14%</b>

Source:

The Law Society, Judicial Office, Bar Council and Judicial Appointments Commission (Equitas database reference number 00464)

Note:

<sup>1</sup> As this was a non-legal selection exercise there was no eligible pool

<sup>2</sup> As this was a non-legal, medical selection exercise all applicants had to be medical doctors

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

- Not applicable

**Table 5**  
**Grouped, small selection exercises<sup>1</sup>**  
 Applicants' progress from applications received to recommendations for appointments

Group	Eligible applications received		Shortlisted applicants			Recommendations for appointments			
	Number	As a percentage of total eligible applications received	Number	As a percentage of total shortlisted applicants	As a percentage of eligible applications received from each group	Number	As a percentage of total recommendations for appointments	As a percentage of shortlisted applicants in each group	As a percentage of eligible applications received from each group
<b>Gender</b>									
Male	63	76%	26	74%	41%	10	91%	38%	16%
Female	18	22%	8	23%	44%	1	9%	(13%)	6%
Incomplete	2	2%	1	3%	(50%)	0	0%	(0%)	(0%)
<b>Ethnic background</b>									
White	64	77%	31	89%	48%	10	91%	32%	16%
BME	13	16%	4	11%	31%	1	9%	(25%)	8%
Any other	5	6%	0	0%	(0%)	0	0%	-	(0%)
Incomplete	1	1%	0	0%	(0%)	0	0%	-	(0%)
<b>Professional background</b>									
Solicitor	21	25%	5	14%	24%	0	0%	(0%)	0%
Barrister	22	27%	8	23%	36%	3	27%	(38%)	14%
Salaried judicial office holder	20	24%	10	29%	50%	4	36%	(40%)	20%
Other	17	20%	12	34%	71%	4	36%	33%	24%
Incomplete	3	4%	0	0%	(0%)	0	0%	-	(0%)
<b>Disability status</b>									
Disabled	7	8%	1	3%	14%	1	9%	(100%)	(14%)
Non-disabled <sup>2</sup>	76	92%	34	97%	45%	10	91%	29%	13%
<b>Total</b>	<b>83</b>	<b>100%</b>	<b>35</b>	<b>100%</b>	<b>42%</b>	<b>11</b>	<b>100%</b>	<b>31%</b>	<b>13%</b>

Source:

The Law Society, Judicial Office, Bar Council and Judicial Appointments Commission (Equitas database reference numbers 00438, 00470, 00471, 00473, 00484 and 00488)

Note:

<sup>1</sup> Six selection exercises were small so they were grouped to protect applicant confidentiality; consequently there was no eligible pool

<sup>2</sup> Includes incomplete monitoring form

n/a Data not available

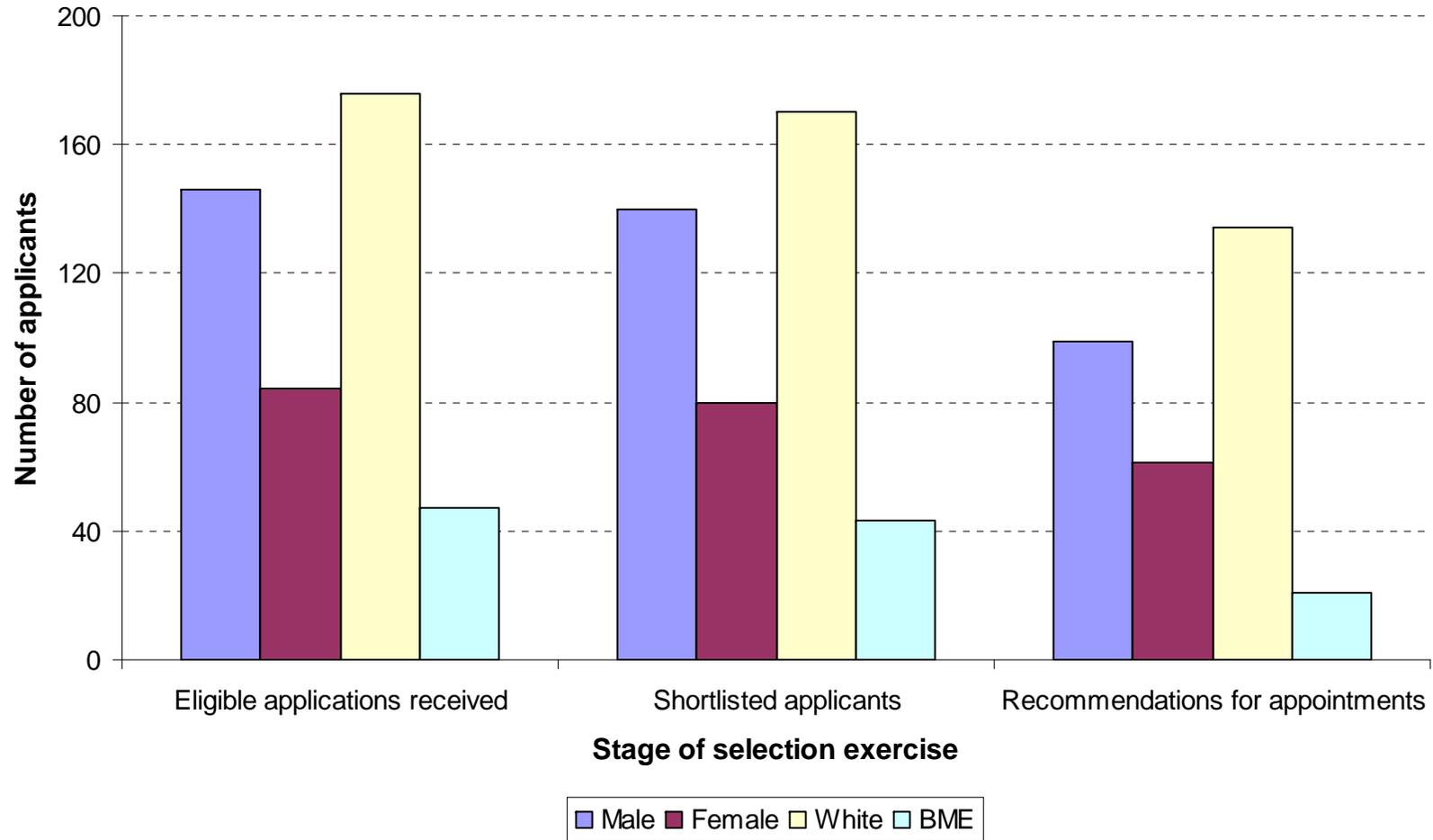
( ) indicates a percentage calculated from a denominator of 10 or less

- Not applicable

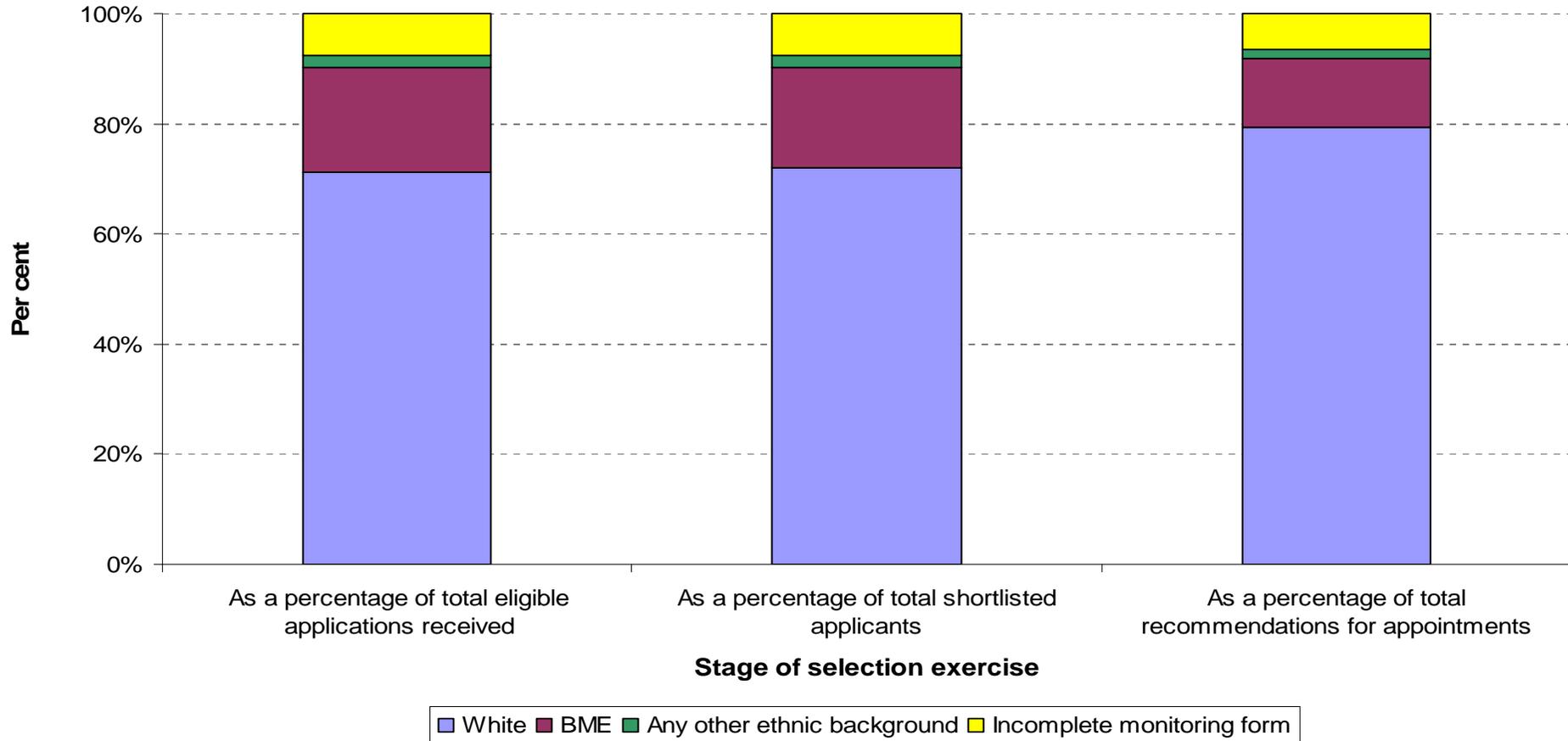
## Annex B – Charts

Chart number	Title	Eligible pool statistics available
1a	Comparisons of the numbers of applicants at each stage of the Fee Paid Member (Medically Qualified) of the First-tier Tribunal selection exercise	No
1b	Comparisons of the proportions of applicants from different ethnic backgrounds at each stage of the Fee Paid Member (Medically Qualified) of the First-tier Tribunal selection exercise	No
2a	Comparisons of the numbers of applicants at each stage of the Fee Paid Employment Judge, Employment Tribunal selection exercise	Yes
2b	Comparisons of the proportions of applicants from different ethnic backgrounds from the eligible pool and at each stage of the Fee Paid Employment Judge, Employment Tribunal selection exercise	Yes
3a	Comparisons of the number of applicants at each stage of the Fee Paid Specialist Medical Member First-tier Tribunal-Health Education & Social Care Chamber (Mental Health) selection exercise	No
3b	Comparisons of the proportions of male and female applicants at each stage of the Fee Paid Specialist Medical Member First-tier Tribunal-Health Education & Social Care Chamber (Mental Health) selection exercise	No
4a	Comparisons of the numbers of applicants at each stage of the Fee Paid Specialist Member of the First-tier Tribunal-Health, Education and Social Care Chamber, Specialist Educational Needs and Disability selection exercise	No
4b	Comparisons of the proportions of applicants from different ethnic backgrounds at each stage of the Fee Paid Specialist Member of the First-tier Tribunal-Health, Education and Social Care Chamber, Specialist Educational Needs and Disability selection exercise	No

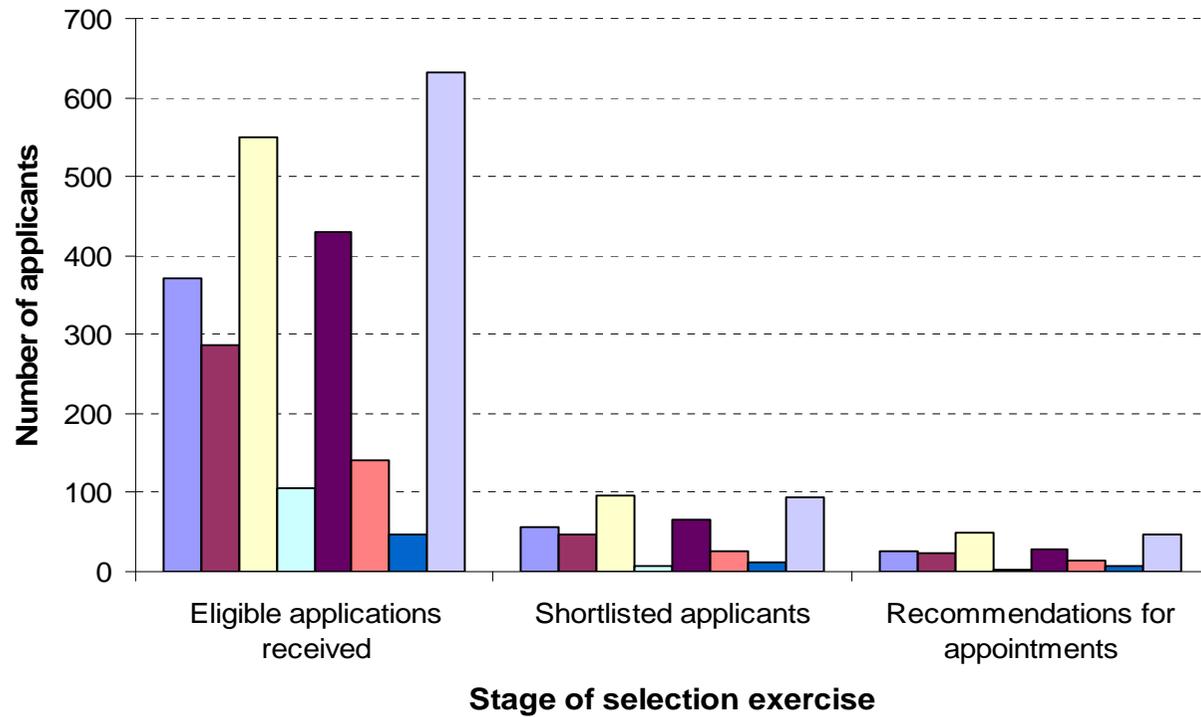
**Chart 1a Comparisons of the numbers of applicants at each stage of the Fee Paid Member (Medically Qualified) of the First-tier Tribunal selection exercise**



**Chart 1b Comparisons of the proportions of applicants from different ethnic backgrounds at each stage of the Fee Paid Member (Medically Qualified) of the First-tier Tribunal selection exercise**

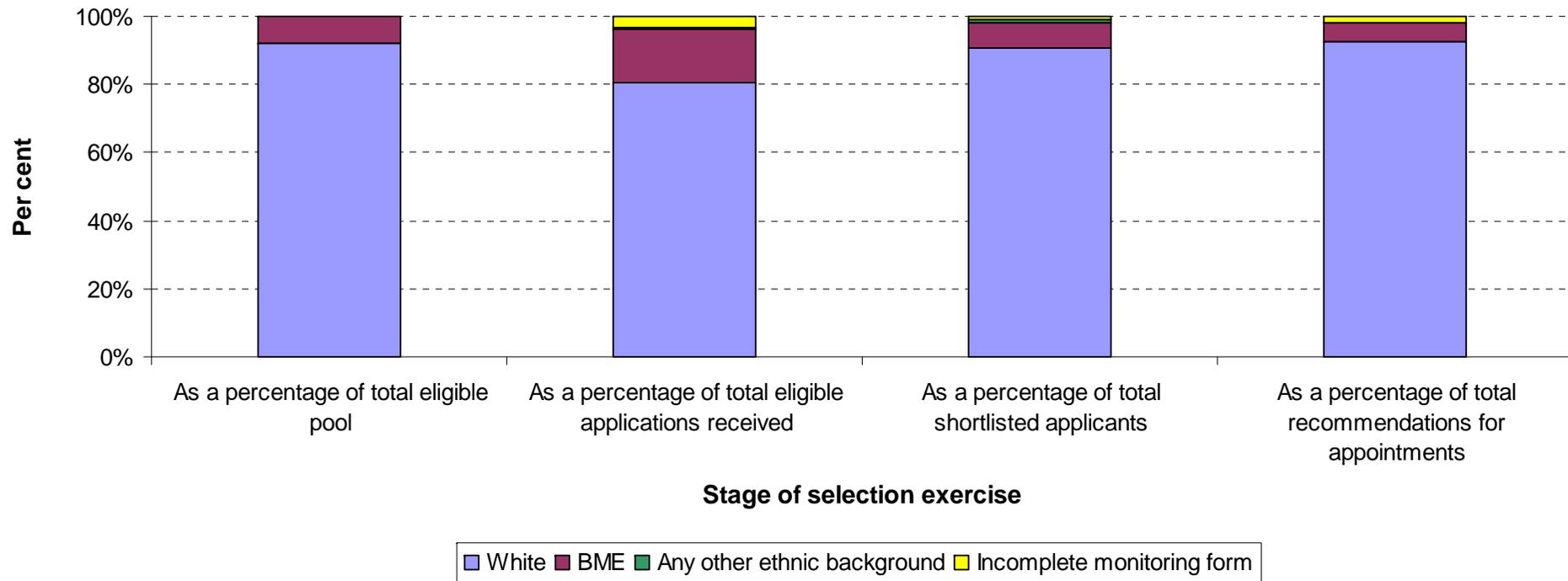


**Chart 2a Comparisons of the numbers of applicants at each stage of the Fee Paid Employment Judge, Employment Tribunal selection exercise**

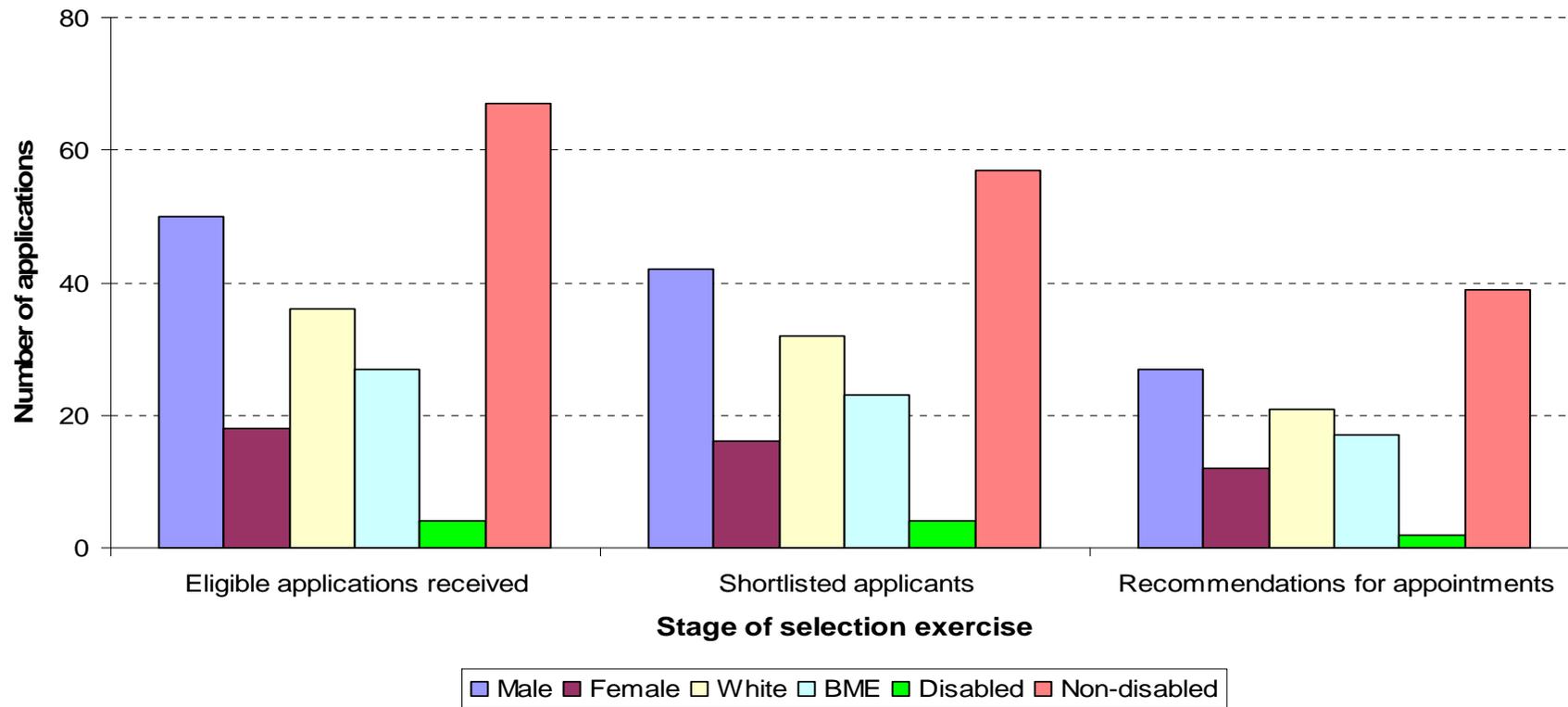


Male Female White BME Solicitor Barrister Disabled Non-disabled

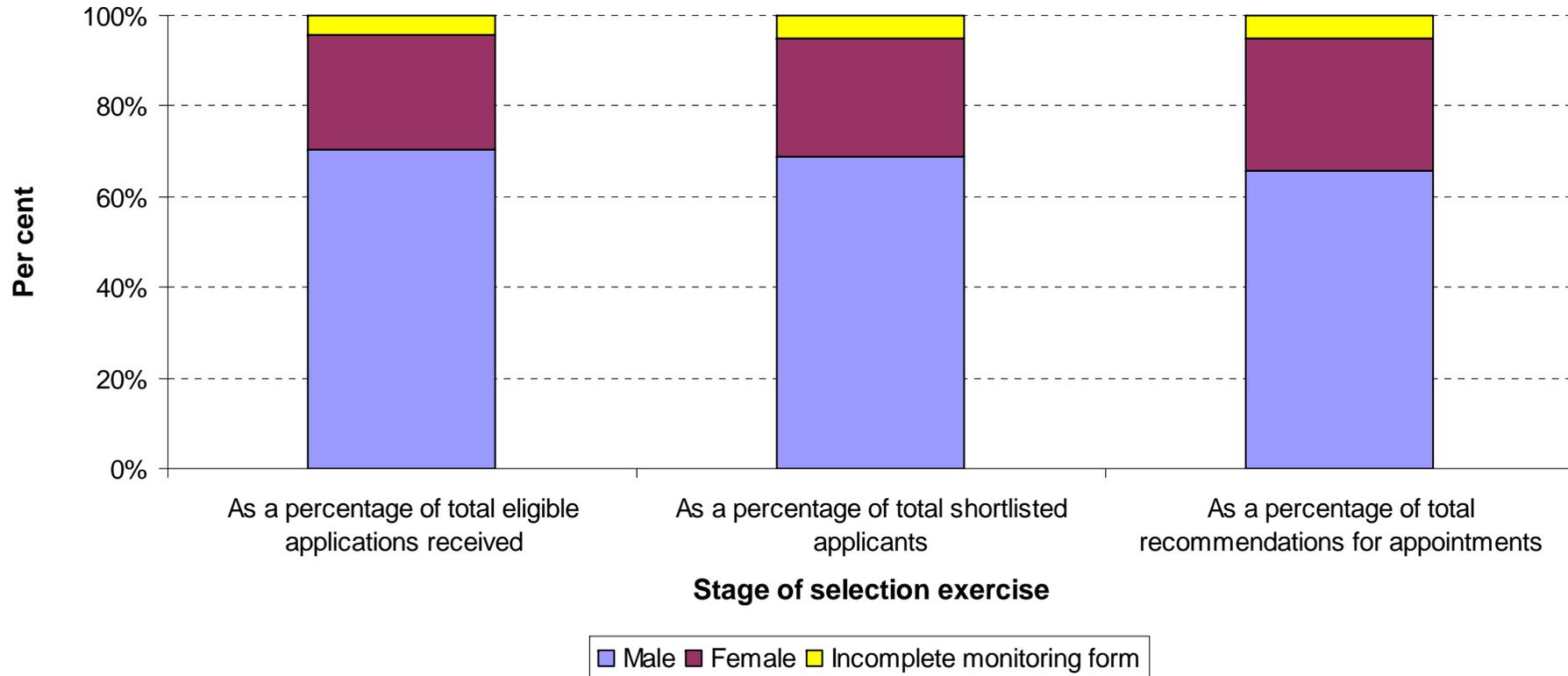
**Chart 2b Comparisons of the proportions of applicants from different ethnic backgrounds from the eligible pool and at each stage of the Fee Paid Employment Judge, Employment Tribunal selection exercise**



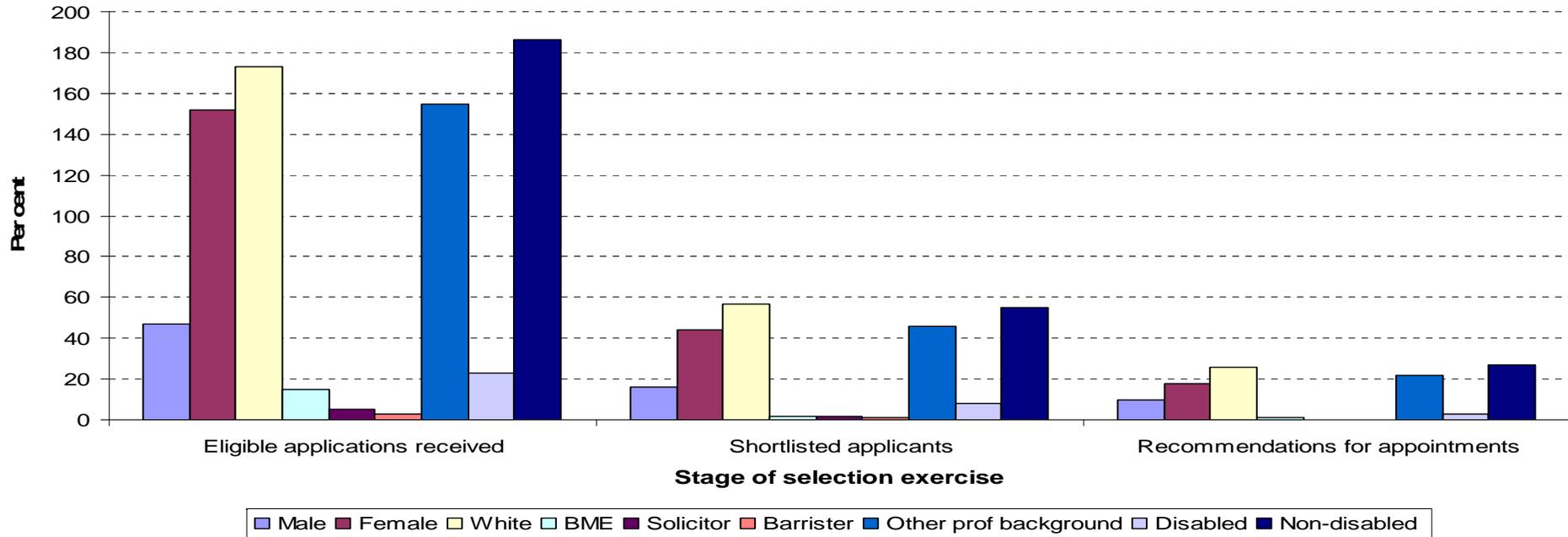
**Chart 3a Comparisons of the number of applicants at each stage of the Fee Paid Specialist Medical Member First-tier Tribunal-Health Education & Social Care Chamber (Mental Health) selection exercise**



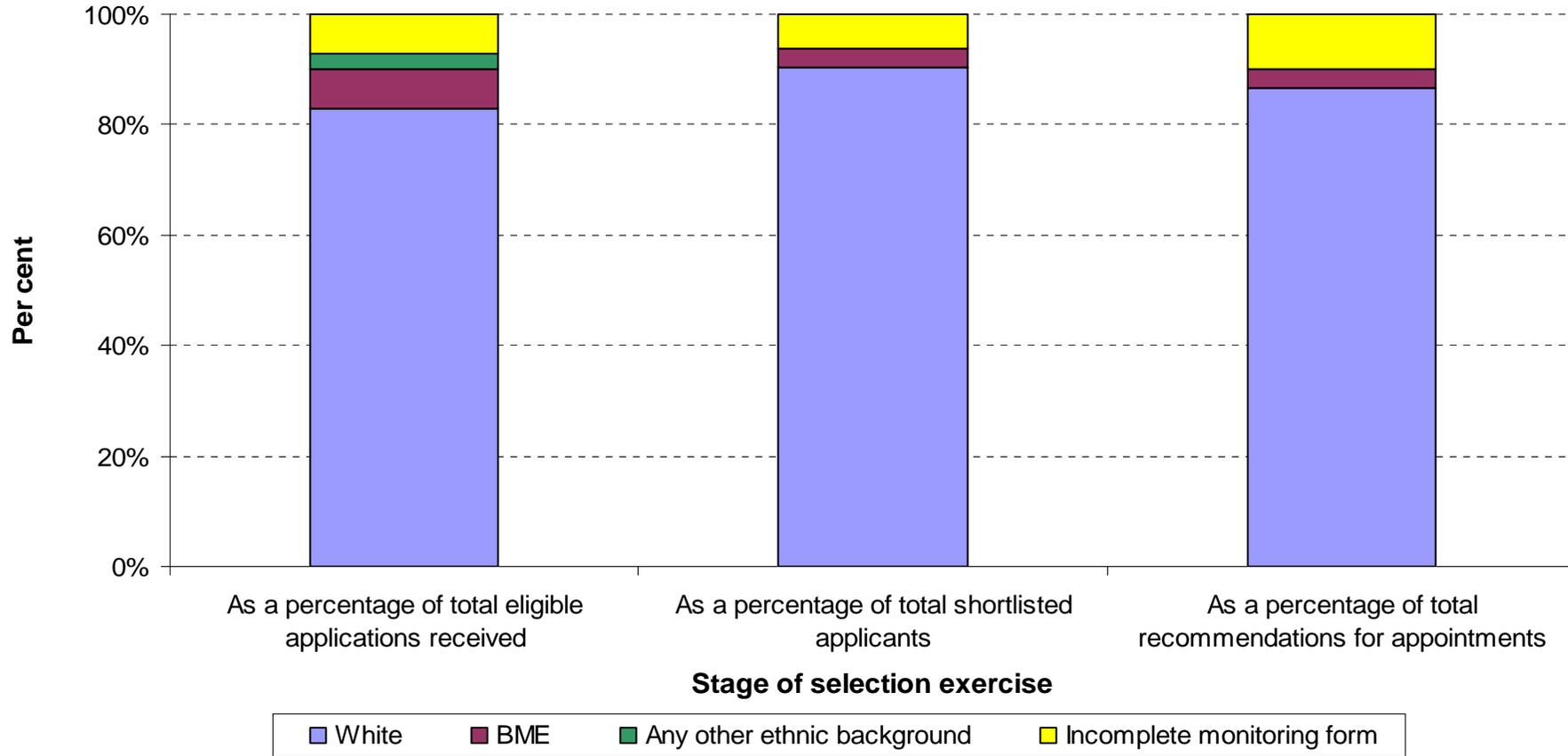
**Chart 3b Comparisons of the proportions of male and female applicants at each stage of the Fee Paid Specialist Medical Member First-tier Tribunal-Health Education & Social Care Chamber (Mental Health) selection exercise**



**Chart 4a Comparisons of the numbers of applicants at each stage of the Fee Paid Specialist Member of the First-tier Tribunal-Health, Education and Social Care Chamber, Specialist Educational Needs and Disability selection exercise**



**Chart 4b Comparisons of the proportions of applicants from different ethnic backgrounds at each stage of the Fee Paid Specialist Member of the First-tier Tribunal-Health, Education and Social Care Chamber, Specialist Educational Needs and Disability**



## **Explanatory notes**

### **Data sources**

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).

### **Revisions**

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

This, and previous bulletins, along with downloadable Excel tables, are available from the JAC website: [www.judicialappointments.gov.uk/about-jac/823.htm](http://www.judicialappointments.gov.uk/about-jac/823.htm).

### **Description of posts in this bulletin**

For each of these posts the selection process is determined by the JAC under the Constitutional Reform Act 2005, and is set out on the JAC website.

#### **Fee Paid Member (Medically Qualified) of the First Tier Tribunal, Social Entitlement Chamber**

Holders of this office are appointed by the Lord Chancellor under paragraph 2(1) of Schedule 2 of the Tribunals, Courts and Enforcement Act 2007. Under paragraph 2(2) of that Schedule, the qualifications for appointment are prescribed in Statutory Instrument 2008/2692 as amended by 2009/1592.

There were three stages to the selection process for this post: application, shortlisting, and recommendations. Shortlisting was by sift. Each candidate was assessed by the panel against the JAC qualities and abilities (which can be found in the JAC website). Those shortlisted were invited to a selection day, which included an interview and role play.

## **Fee Paid Employment Judge, Employment Tribunal**

Employment Judges are appointed by the Lord Chancellor under Regulation 8(3) of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2004.

There were three stages to the selection process for this post: application, shortlisting, and recommendations. Shortlisting was by qualifying test. Those who scored most highly were invited to a selection day, which included an interview and role play.

## **First-tier Tribunal Health, Education and Social Care Chamber (Mental Health), Fee Paid Tribunal Member (Specialist Medical)**

Holders of this office are appointed by the Lord Chancellor under paragraph 2(1) of Schedule 2 of the Tribunals, Courts and Enforcement Act 2007. Under paragraph 2(2) of that Schedule, the qualifications for appointment are prescribed in Statutory Instrument 2008/2692.

There were two stages to the selection process for this post: application and recommendations. Each candidate was invited to a selection day, which included an interview and role play.

## **Fee Paid Specialist Member of the First-tier Tribunal, Health, Education and Social Care Chamber (Special Educational Needs and Disability)**

Holders of this office are appointed by the Lord Chancellor under paragraph 2(1) of Schedule 2 of the Tribunals, Courts and Enforcement Act 2007. Under paragraph 2(2) of that Schedule, the qualifications for appointment are prescribed in Statutory Instrument 2008/2692.

There were three stages to the selection process for this post: application, shortlisting, and recommendations. Shortlisting was by qualifying test. Those who scored most highly were invited to a selection day, which included an interview and role play.

## **Stages in the selection process**

In general, there are three stages in each selection process: eligible applicants; shortlisting; and recommendations for appointments. In general, around two to three 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**

- 0 = Nil
- n/a = Not available
- = Not applicable
- ( ) = Indicates a percentage calculated from a denominator of 10 or less

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General information about the Judicial Appointments Commission is available from:

[www.judicialappointments.gov.uk/about-jac/823.htm](http://www.judicialappointments.gov.uk/about-jac/823.htm).