

Updated analysis of the trends in the diversity of applications and recommendations made by the JAC

Judicial Appointments Commission
Management Information

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Background

This ad hoc publication presents updated information regarding an analysis of the trends in the diversity of applications and recommendations made by the Judicial Appointments Commission (JAC). This analysis is designed to complement the Official Statistics in the main part of this bulletin, but does not itself come under the Official Statistics umbrella. Much of the data presented in this bulletin comes from management information and has not been subject to the same level of quality assurance as results presented in Official Statistic bulletins.

Previous results are available in Annex A of *Judicial Selection and Recommendations for Appointment Statistics, October 2012 to March 2013* http://jac.judiciary.gov.uk/static/documents/Official_Statistics_June_2013.pdf and the same results were published again in *Judicial Selection and Recommendations for Appointment Statistics, April 2013 to September 2013* http://jac.judiciary.gov.uk/static/documents/JAC_publication_official_statistics_2013.pdf

Users should refer to those documents for a full description of the methodology and also to the *Glossary and Definitions and Measurement* paper for definitions of the terms used in this analysis <http://jac.judiciary.gov.uk/about-jac/diversity-data.htm>.

Tables 1-3 in this notice are updated from previous results to include the results of all exercises that closed up to the end of September 2013.

In general, results are very similar to previous trends results but include all results up to end September 2013.

Results since the JAC was formed compared to before the JAC:

Comparisons with the pre-JAC era can only be made for court results because of data availability.

- Post-JAC, applications from women are significantly higher for 6/7 posts, with recommendations being significantly higher for 3/7 posts. Other posts also show increases but these do not meet tests of statistical significance.
- BAME (Black, Asian and Minority Ethnic) applications are significantly higher post-JAC for 6/7 posts. BAME recommendations are significantly higher for one of the posts. Other posts show increases that are not statistically significant.
- Solicitor applications post-JAC are significantly lower for 4/7 posts, but are significantly higher for High Court and Recorder. Solicitor recommendations are significantly lower for 3/7 posts, but significantly higher for Recorder.

Results since the JAC was formed for court posts:

- Applications from women are significantly higher for 3 posts, while 6/7 posts show either significant rises or increases that are not statistically significant. Recommendations of women show rises in 5/7 posts, but these increases are not statistically significant.
- BAME applications are significantly higher for 1 post, with 6/7 posts showing either significant increases or increases that are not statistically significant. Recommendations for BAME candidates have increased in 5/7 posts, but none of these are statistically significant.
- Women and BAME show no significantly lower results for either applications or recommendations.
- Solicitor applications are significantly lower for 4/7 posts but are significantly higher for High Court. Solicitor recommendations are significantly lower for one post.

Results since the JAC was formed for tribunal posts:

- Applications from women are significantly up for first-tier salaried and first-tier fee-paid posts, with recommendations increasing significantly for first-tier fee-paid posts.
- BAME applications are significantly up for first-tier fee-paid posts; there are no significant results for BAME tribunal recommendations. Following the most recent disappointing results for BAME, there is a general pattern of non-statistically significant falls in BAME recommendations for tribunal posts.
- Women and BAME show no significant reductions in either applications or recommendations.
- Solicitor applications are significantly up among the upper-tier fee-paid and regional posts, but significantly down among salaried employment, first-tier salaried and first-tier fee-paid roles. Solicitor recommendations are significantly lower for first-tier salaried posts.

Tables 4-17 detail the information that underlies the analysis presented in Tables 1-3.

Table 1: changes over time in the proportion of applicants and recommendations who are women, by post

		Applications		Recommendations		KEY
Court Judiciary		Compared to pre JAC	Within JAC	Compared to pre JAC	Within JAC	
	High Court Judge	Significant improvement	Non-significant improvement	Non-significant improvement	Non-significant improvement	Significant improvement
	Circuit Judge	Significant improvement	Non-significant worsening	Non-significant improvement	Non-significant worsening	Significant improvement
	District Judge (magistrates)	Significant improvement	Significant improvement	Significant improvement	Non-significant improvement	Significant improvement
	District Judge (civil)	Significant improvement	Non-significant improvement	Significant improvement	Non-significant improvement	Significant improvement
	Deputy District Judge (mags)	Significant improvement	Non-significant improvement	Non-significant improvement	Non-significant worsening	Significant improvement
	Deputy District Judge (civil)	Significant improvement	Significant improvement	Non-significant improvement	Non-significant worsening	Significant improvement
	Recorder	Significant improvement	Significant improvement	Significant improvement	Non-significant improvement	Significant improvement
Tribunal Judiciary	Leadership	Data not available	Non-significant worsening	Data not available	Non-significant worsening	Data not available
	Regional	Data not available	Non-significant worsening	Data not available	Non-significant worsening	Data not available
	Upper-tier salaried	Data not available	Non-significant worsening	Data not available	Non-significant worsening	Data not available
	Upper-tier fee-paid	Data not available	Non-significant improvement	Data not available	Non-significant improvement	Data not available
	Combined (leadership, regional and upper-tier)	Data not available	Non-significant improvement	Data not available	Non-significant improvement	Data not available
	Employment salaried	Data not available	Non-significant improvement	Data not available	Non-significant improvement	Data not available
	First-tier salaried	Data not available	Significant improvement	Data not available	Non-significant improvement	Data not available
	First-tier fee-paid	Data not available	Significant improvement	Data not available	Significant improvement	Data not available

Table 2: changes over time in the proportion of applicants and recommendations from a BAME background, by post

		Applications		Recommendations		KEY
		Compared to pre JAC	Within JAC	Compared to pre JAC	Within JAC	
Court Judiciary	High Court Judge	Non-significant improvement	Non-significant improvement	Non-significant improvement	Non-significant improvement	Non-significant improvement
	Circuit Judge	Significant improvement	Non-significant improvement	Non-significant improvement	Non-significant improvement	Non-significant improvement
	District Judge (magistrates)	Significant improvement	Non-significant improvement	Non-significant improvement	Non-significant worsening	Non-significant worsening
	District Judge (civil)	Significant improvement	Significant improvement	Non-significant improvement	Non-significant improvement	Non-significant improvement
	Deputy District Judge (mags)	Significant improvement	Non-significant improvement	Significant improvement	Non-significant improvement	Non-significant improvement
	Deputy District Judge (civil)	Significant improvement	Non-significant worsening	Non-significant improvement	Non-significant worsening	Non-significant worsening
	Recorder	Significant improvement	Non-significant improvement	Non-significant improvement	Non-significant improvement	Non-significant improvement
Tribunal Judiciary	Leadership	Data not available	Non-significant worsening	Data not available	Non-significant worsening	Non-significant worsening
	Regional	Data not available	Non-significant improvement	Data not available	Non-significant worsening	Non-significant worsening
	Upper-tier salaried	Data not available	Non-significant worsening	Data not available	Non-significant worsening	Non-significant worsening
	Upper-tier fee-paid	Data not available	Non-significant worsening	Data not available	Non-significant worsening	Non-significant worsening
	Combined (leadership, regional and upper-tier)	Data not available	Non-significant worsening	Data not available	Non-significant worsening	Non-significant worsening
	Employment salaried	Data not available	Non-significant worsening	Data not available	Non-significant worsening	Non-significant worsening
	First-tier salaried	Data not available	Non-significant improvement	Data not available	Non-significant improvement	Non-significant improvement
First-tier fee-paid	Data not available	Significant improvement	Data not available	Non-significant worsening	Non-significant worsening	

Table 3: changes over time in the proportion of applicants and recommendations from a professional background of solicitor, by post

		Applications		Recommendations	
		Compared to pre JAC	Within JAC	Compared to pre JAC	Within JAC
Court Judiciary	High Court Judge	Significant improvement	Significant improvement	Significant worsening	Significant worsening
	Circuit Judge	Non-significant worsening	Significant worsening	Significant worsening	Non-significant worsening
	District Judge (magistrates)	Significant worsening	Significant worsening	Non-significant worsening	Significant worsening
	District Judge (civil)	Significant worsening	Significant worsening	Significant worsening	Non-significant improvement
	Deputy District Judge (mags)	Significant worsening	Non-significant worsening	Non-significant worsening	Non-significant worsening
	Deputy District Judge (civil)	Significant worsening	Non-significant worsening	Significant worsening	Non-significant worsening
	Recorder	Significant improvement	Non-significant improvement	Significant improvement	Non-significant worsening
Tribunal Judiciary	Leadership	Data not available	Non-significant worsening	Data not available	Non-significant worsening
	Regional	Data not available	Significant improvement	Data not available	Non-significant improvement
	Upper-tier salaried	Data not available	Non-significant improvement	Data not available	Non-significant improvement
	Upper-tier fee-paid	Data not available	Significant improvement	Data not available	Non-significant improvement
	Combined (leadership, regional and upper-tier)	Data not available	Significant improvement	Data not available	Non-significant improvement
	Employment salaried	Data not available	Significant improvement	Data not available	Non-significant improvement
	First-tier salaried	Data not available	Significant worsening	Data not available	Significant worsening
	First-tier fee-paid	Data not available	Significant worsening	Data not available	Non-significant worsening

KEY

- Significant improvement
- Non-significant improvement
- No change
- Non-significant worsening
- Significant worsening
- Data not available

Table 4: The proportion of applicants to court positions who are women

	High Court	Circuit Judge	District Judge (civil)	District Judge (magistrates' courts)	Deputy District Judge (civil)	Deputy District Judge (magistrates' courts)	Recorder
Overall Pre JAC figures	11.3%	13.1%	19.3%	20.2%	33.2%	24.0%	19.3%
Overall JAC figures	14.4%	23.2%	39.7%	36.8%	45.3%	40.8%	30.6%

Table 5: The number of applicants to court positions who are women

	High Court	Circuit Judge	District Judge (civil)	District Judge (magistrates' courts)	Deputy District Judge (civil)	Deputy District Judge (magistrates' courts)	Recorder
Overall Pre JAC figures	31	176	233	87	901	349	297
Overall JAC figures	71	241	497	263	1443	932	1133

Table 6: The proportion of applicants to court positions from a BAME background

	High Court	Circuit Judge	District Judge (civil)	District Judge (magistrates' courts)	Deputy District Judge (civil)	Deputy District Judge (magistrates' courts)	Recorder
Overall Pre JAC figures	2.2%	3.5%	3.2%	4.9%	7.8%	9.2%	6.8%
Overall JAC figures	3.6%	8.8%	12.1%	13.7%	14.9%	17.7%	13.1%

Table 7: The number of applicants to court positions from a BAME background

	High Court	Circuit Judge	District Judge (civil)	District Judge (magistrates' courts)	Deputy District Judge (civil)	Deputy District Judge (magistrates' courts)	Recorder
Overall Pre JAC figures	6	47	39	21	211	134	104
Overall JAC figures	18	92	152	98	473	404	484

Table 8: The proportion of applicants to court positions who were solicitors

	High Court	Circuit Judge	District Judge (civil)	District Judge (magistrates' courts)	Deputy District Judge (civil)	Deputy District Judge (magistrates' courts)	Recorder
Overall Pre JAC figures	1.5%	12.1%	90.6%	61.9%	80.6%	63.2%	13.0%
Overall JAC figures	8.3%	10.3%	74.7%	53.8%	69.3%	55.5%	22.7%

Table 9: The number of applicants to court positions who were solicitors

	High Court	Circuit Judge	District Judge (civil)	District Judge (magistrates' courts)	Deputy District Judge (civil)	Deputy District Judge (magistrates' courts)	Recorder
Overall Pre JAC figures	4	163	1093	267	2191	918	200
Overall JAC figures	41	107	935	385	2208	1268	842

Table 10: The proportion of recommended candidates to court positions who are women

	High Court	Circuit Judge	District Judge (civil)	District Judge (magistrates' courts)	Deputy District Judge (civil)	Deputy District Judge (magistrates' courts)	Recorder
Overall Pre JAC figures	12.7%	20.5%	28.2%	29.1%	39.0%	25.8%	17.1%
Overall JAC figures	22.7%	25.7%	38.8%	43.9%	45.6%	44.4%	31.8%

Table 11: The number of recommended candidates to court positions who are women

	High Court	Circuit Judge	District Judge (civil)	District Judge (magistrates' courts)	Deputy District Judge (civil)	Deputy District Judge (magistrates' courts)	Recorder
Overall Pre JAC figures	7	43	37	16	186	42	44
Overall JAC figures	17	62	76	29	160	24	133

Table 12: The proportion of recommended candidates to court positions from a BAME background

	High Court	Circuit Judge	District Judge (civil)	District Judge (magistrates' courts)	Deputy District Judge (civil)	Deputy District Judge (magistrates' courts)	Recorder
Overall Pre JAC figures	1.8%	1.9%	6.1%	3.6%	5.9%	6.1%	7.8%
Overall JAC figures	2.7%	3.3%	7.1%	4.5%	8.3%	18.5%	8.9%

Table 13: The number of recommended candidates to court positions from a BAME background

	High Court	Circuit Judge	District Judge (civil)	District Judge (magistrates' courts)	Deputy District Judge (civil)	Deputy District Judge (magistrates' courts)	Recorder
Overall Pre JAC figures	1	4	8	2	28	10	20
Overall JAC figures	2	8	14	3	29	10	37

Table 14: The proportion of recommended candidates to court positions who were solicitors

	High Court	Circuit Judge	District Judge (civil)	District Judge (magistrates' courts)	Deputy District Judge (civil)	Deputy District Judge (magistrates' courts)	Recorder
Overall Pre JAC figures	0.0%	10.5%	89.3%	61.8%	77.1%	65.0%	3.5%
Overall JAC figures	0.0%	4.6%	71.9%	57.6%	53.0%	59.3%	9.1%

Table 15: The number of recommended candidates to court positions who were solicitors

	High Court	Circuit Judge	District Judge (civil)	District Judge (magistrates' courts)	Deputy District Judge (civil)	Deputy District Judge (magistrates' courts)	Recorder
Overall Pre JAC figures	0	22	117	34	368	106	9
Overall JAC figures	0	11	141	38	186	32	38

Table 16: The proportion of applicants and recommended candidates to leadership legal positions who were women, BAME and solicitors

Post	Applications			Recommendations		
	Women	BAME	Solicitors	Women	BAME	Solicitors
Leadership	15.1%	6.9%	22.6%	5.9%	0.0%	11.8%
Regional	26.3%	8.4%	23.2%	43.5%	8.7%	13.0%
Upper-tier salaried positions	32.5%	16.9%	28.6%	33.3%	9.5%	9.5%
Upper tier (feepaid)	34.8%	22.7%	23.5%	30.6%	12.2%	14.3%
Salaried employment Judge	45.1%	14.9%	58.4%	52.5%	8.5%	55.9%
First tier salaried positions	40.1%	21.6%	47.2%	45.4%	7.1%	39.7%
First tier fee-paid positions	43.0%	17.9%	60.7%	48.2%	7.7%	50.4%

Table 17: The number of applicants and recommended candidates to legal positions who were women, BAME and solicitors, by category of post

Post	Applications				Recommendations			
	Women	BAME	Solicitors	Total	Women	BAME	Solicitors	Total
Leadership	24	11	36	159	1	0	2	17
Regional	25	8	22	95	10	2	3	23
Upper-tier salaried positions	50	26	44	154	7	2	2	21
Upper tier (feepaid)	123	80	83	353	15	6	7	49
Salaried employment Judge	115	38	149	255	31	5	33	59
First tier salaried positions	557	300	655	1,388	64	10	56	141
First tier fee-paid positions	2,524	1,050	3,561	5,863	326	52	341	676

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General information about the Judicial Appointments Commission is available from: <http://jac.judiciary.gov.uk/about-jac/about-jac.htm>