

Judicial Diversity Statistics 2016

Judicial Office Statistics Bulletin

Revision Notice

Published 29 November 2016

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Introduction

This revision notice covers the Judicial Diversity Statistics Bulletin issued on 28 July 2016 which provided an overview of the diversity of appointed judges in the courts and tribunals on 1 April 2016.

For this release, there was a change in the methodology used to calculate the proportion of judges from minority ethnic backgrounds.

Ethnicity information is known for 84% of court judges and 88% of tribunal legal and non-legal members. In previous years, the proportion of judges that identify as Black, Asian and Minority Ethnic (BAME) was calculated as a percentage of those with a known or declared ethnicity. In 2016, this was calculated as a percentage of all appointments, i.e. including those judges whose ethnicity was undeclared or unknown.

This change was made to bring the JO statistics in line with other reported statistics on judicial diversity, but the introduction of this was not made clear to users of these statistics. The bulletin has now been reviewed and the following changes made:

1. To enable like for like comparisons between years and to demonstrate the impact of the change in reporting, figures for 2016 have been provided within this update on both the old and new methodology, i.e.
 - i) as a percentage of those members of the judiciary with known or declared ethnicity; and
 - ii) as a percentage of all appointments i.e. including those with unknown or undeclared ethnicity
2. Due to the errors identified, the bulletin text and accompanying statistical tool have been removed from the publication website - amended versions will be made available by 2 December.

The impact of the change in reporting on headline figures is shown below:

% BAME	<i>2015 (% of those declaring ethnicity)</i>	<i>2016 (% of those declaring ethnicity)</i>	<i>2016 (% all judges)</i>
Court judges	6%	6%	5%
Tribunal judges	9%	10%	9%

The effect of comparing statistics produced on an inconsistent basis has been to make the proportion of court judges from minority ethnic backgrounds look as though it had fallen from 6% to 5%, when in fact it had stayed level at 6%, whilst for tribunal judges, it increased from 9% to 10%, and not stayed level at 9% as previously reported.

Key Findings

When making comparisons over time, the figures based on % of those judges declaring their ethnicity should be used:

- Of those judges who declared their ethnicity, the percentage who identify as Black, Asian and Minority Ethnic is 6% in courts (stable since 2015), and in tribunals 10% (up from 9% in 2015). This is higher for court judges under 40 - 9% (6% last year) and 16% for tribunal judges (15% last year).
- Of those judges who declared their ethnicity, the percentage of BAME judges in courts and tribunals under 50 years of age has stayed stable at 12% between 2015 and 2016, with 9% of court judges and 16% of tribunal judges aged under 50 this year.
- 10% of magistrates declared themselves as BAME in 2016, compared with 8% in 2012.

Consultation

We are reviewing our bulletin on judicial diversity statistics and will carry out a consultation in the New Year to inform the 20217 statistics.

Data Quality

A new HR system (e-HR) has been introduced for the judiciary in 2016 and has rationalised a number of existing systems which contained HR and training data. Validation of the data since migration is ongoing

The database of the ethnic origin of the judiciary may be incomplete as (a) judicial office holders are asked to provide the information on a voluntary basis and (b) such details have only been collected since October 1991. Further ethnicity data was collected from judicial office holders in post through a diversity survey undertaken by the Judicial Office in 2007. In May 2009, the Judicial Office began collecting ethnicity data from all new judicial appointees. With effect from December 2011, the Judicial Appointments Commission has shared diversity data on selected candidates with the Judicial Office, in those cases where the individual confirmed they were content for the information to be shared.

Contacts

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General information about the official statistics system of the United Kingdom is available from:

<http://statisticsauthority.gov.uk/about-the-authority/uk-statistical-system>