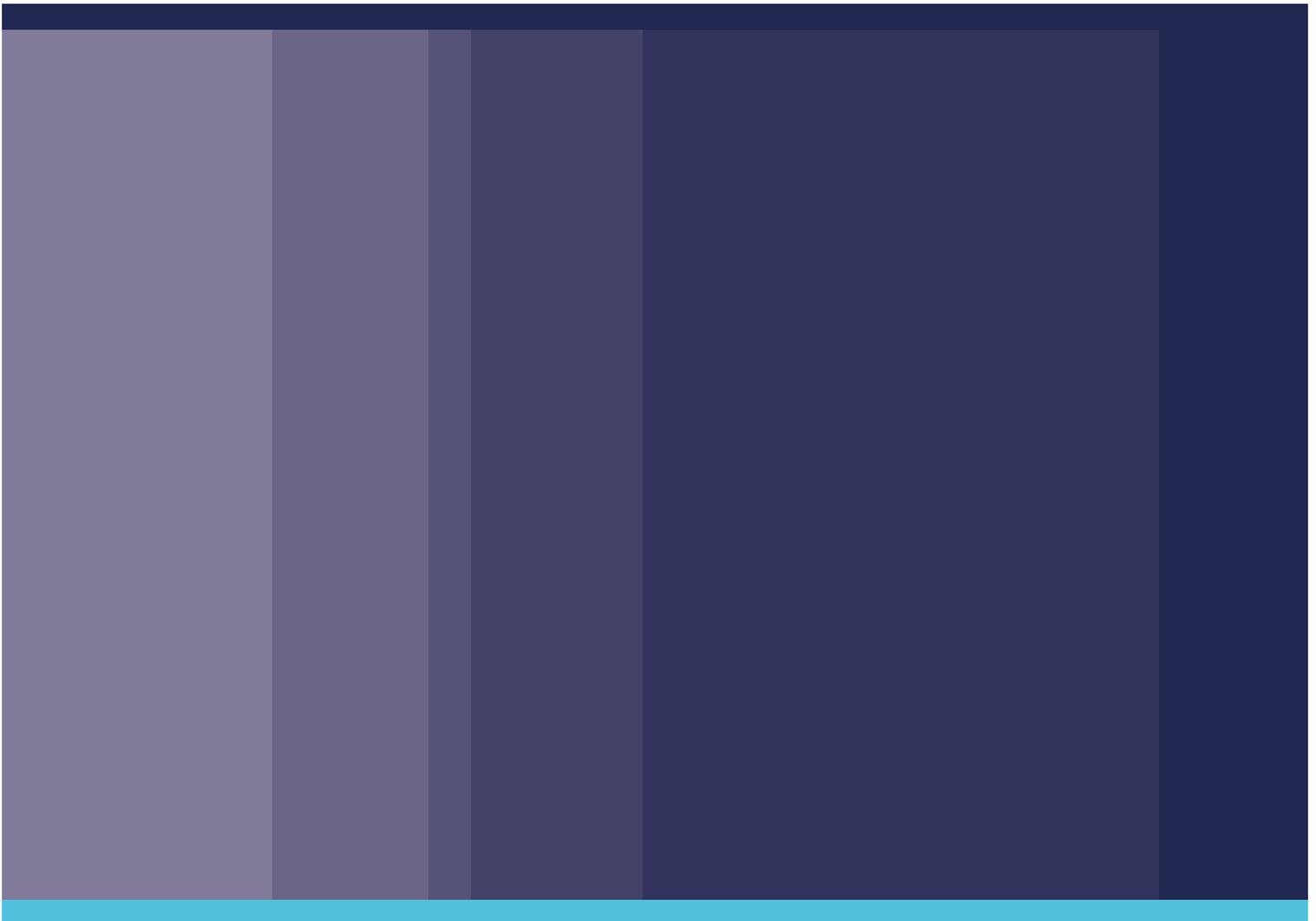




**Judiciary of
England and Wales**

Judicial Diversity and Inclusion Strategy statistics

January 2026



Contents

Current Levels of representation	1
The Judiciary at 1 April 2025	2
Representation in the Judiciary	3
Comparison of judicial office holder data and demographics from 2020-2025	6

This section of graphs relates to the 2025 baseline for the work being done under the 2026-2030 Judicial Diversity and Inclusion Strategy.

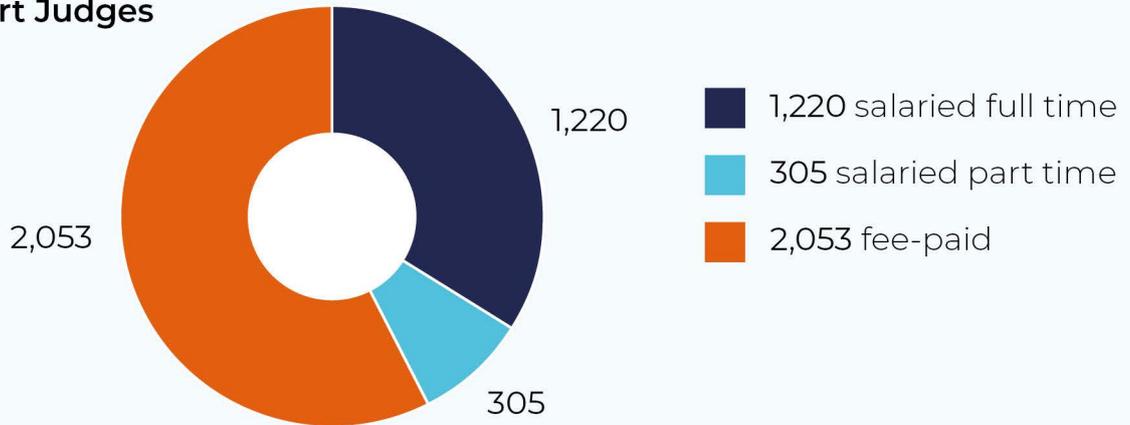
Current Levels of representation

The statistics set out below outline the current state of the judiciary. We have used this data to develop our priorities, actions and initial key areas of focus. These statistics are drawn from the published judicial diversity statistics 2025.

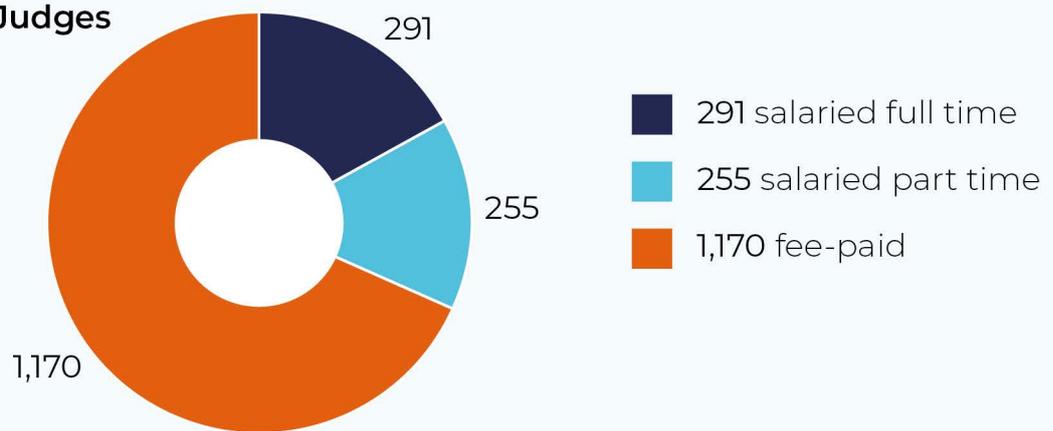
There has been progress in the levels of representation since 2020, when the first Strategy was implemented. There has been improvement in the representation of women across all jurisdictions. Judicial office holders from Asian and mixed ethnic backgrounds have also increased across all jurisdictions. There has been limited progress with the percentage of black judicial office holders and those categorised as coming from other ethnic minority groups.

The Judiciary at 1 April 2025

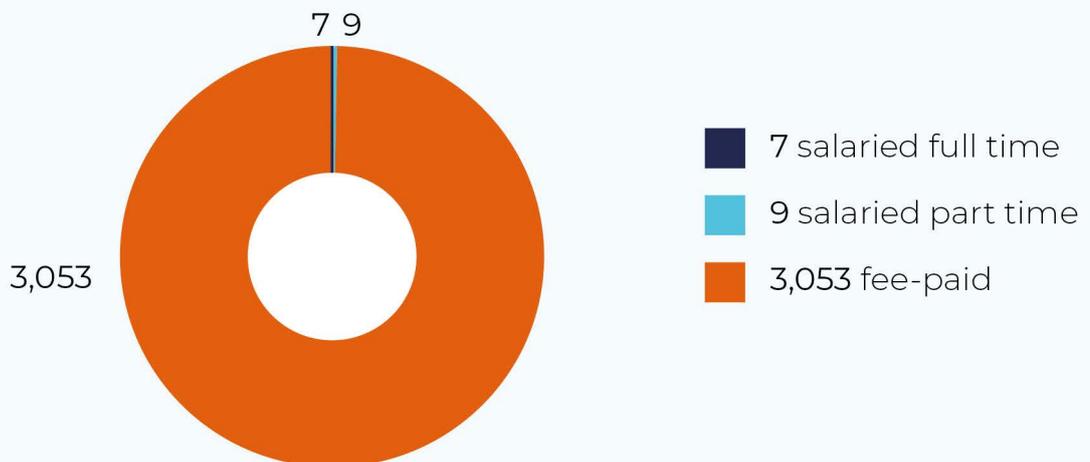
3,578 Court Judges



1,716 Tribunal Judges



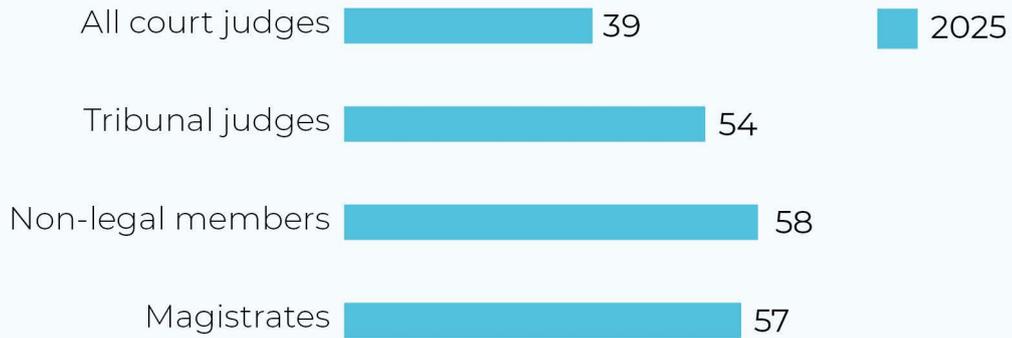
3,069 Non-legal members of tribunals



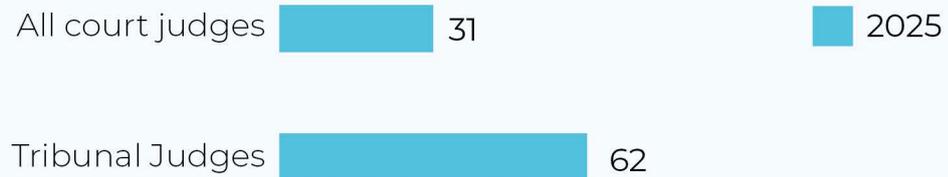
Representation in the Judiciary

The below charts provide an outline of the diverse representation within the judiciary. Where 'JOH' is indicated, it should be read as 'judicial office holder'.

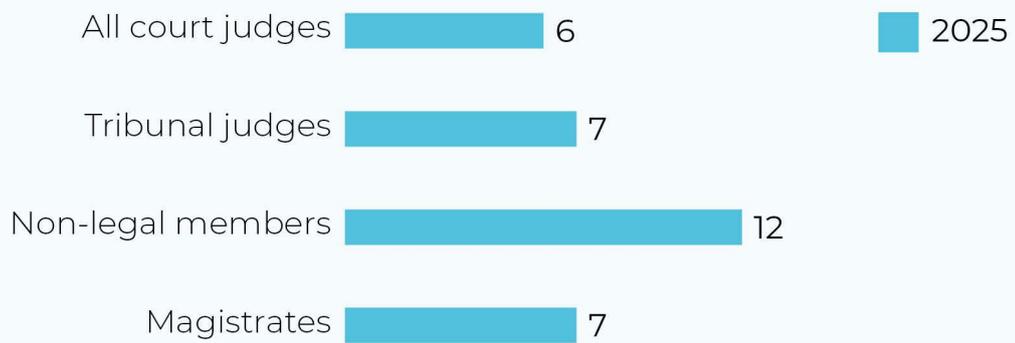
Women in the Judiciary (%)



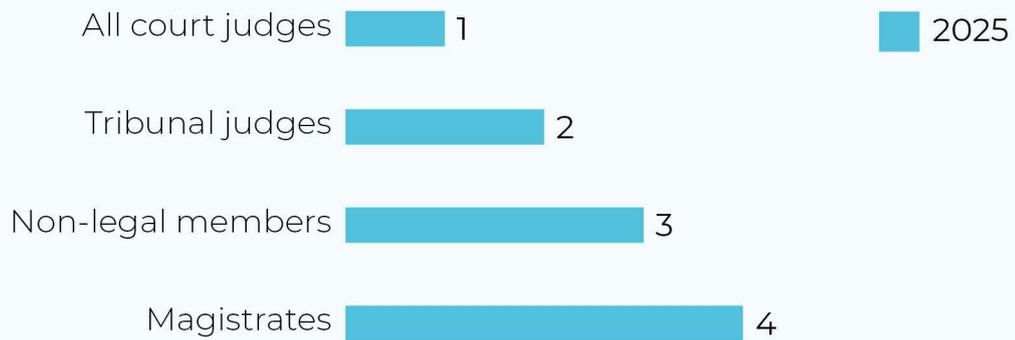
Judicial Office holders from Solicitor and other non barrister backgrounds (%)



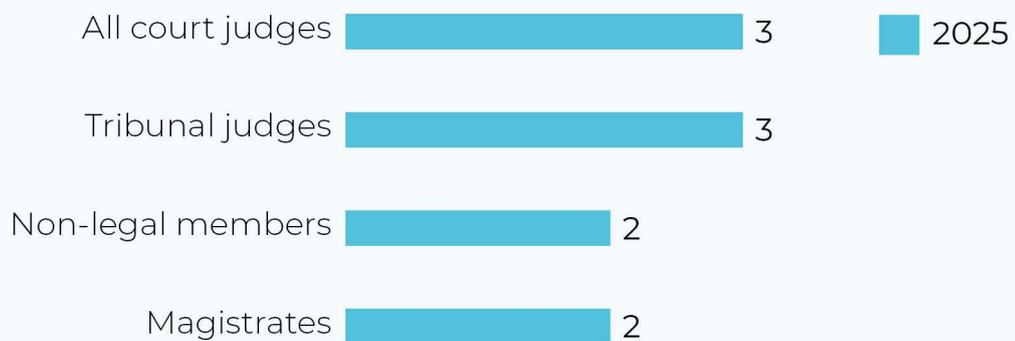
Asian Judicial Office holders (%)



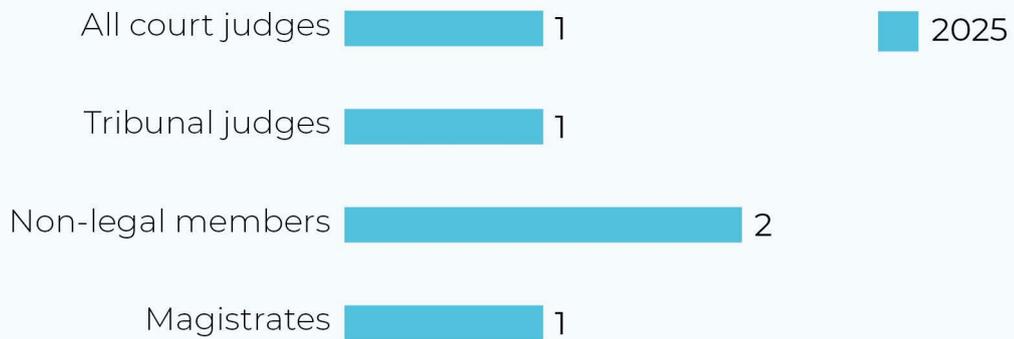
Black Judicial Office holders (%)



Judicial Office holders with a mixed ethnic background (%)



Judicial Office holders from other ethnic minority groups (%)



Disabled Judicial Office holders (%)



As of publication in January 2026 this data does not include coroners because their data is held by individual local authorities. Work is underway to hold this data centrally, which may allow for inclusion in future years.

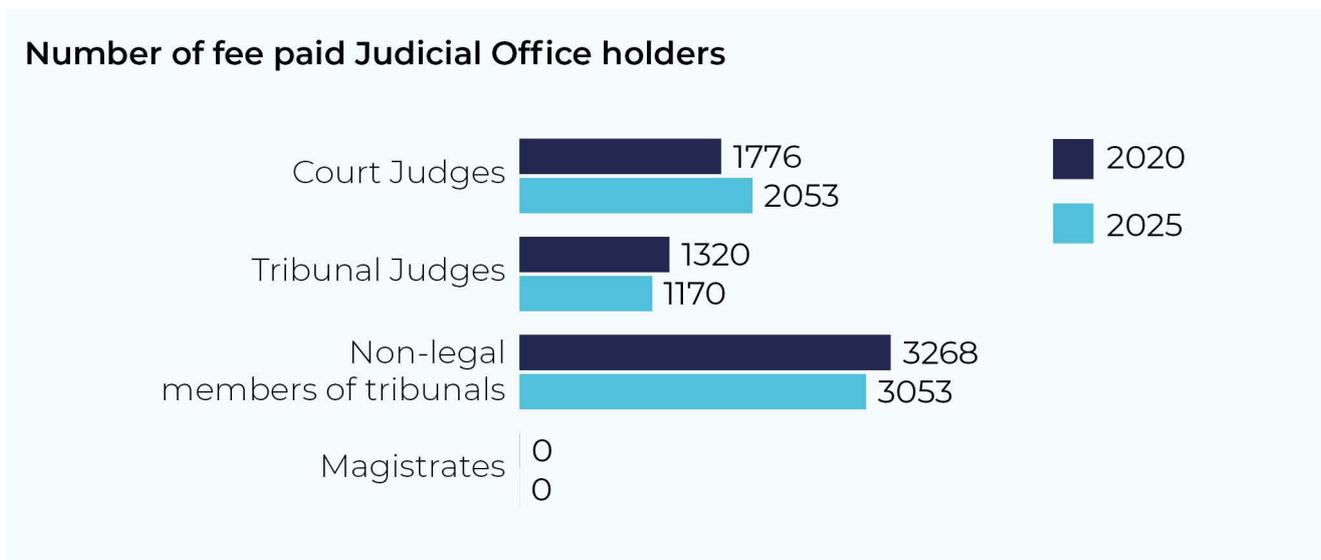
This section of graphs relates to the progress made under the work of the 2020-2025 strategy.

Comparison of judicial office holder data and demographics from 2020-2025

The judiciary is a pipeline profession; this means that we have a long lead-in time to when we can see the impact of our work in demographic changes. The five years of the last strategy gave judicial office holders and officials the opportunity to consolidate and develop pieces of work. There have been several projects that have completed and supported a more inclusive judiciary, but which do not directly impact on the statistics for a particular underrepresented group. Below is a comparison of 2020 and 2025 to demonstrate the changes to the judiciary over the lifespan of the first Judicial Diversity and Inclusion Strategy. These statistics are drawn from the published judicial diversity statistics.

Broadly there has been an increase in the representation of Asian, women and mixed ethnic group judicial office holders (JOH).¹ We have seen other shifts across the last five years but these changes are in line with the slow rate of change within the judiciary. For the first time we were able to publish the disability profile of judicial office holders in 2025.

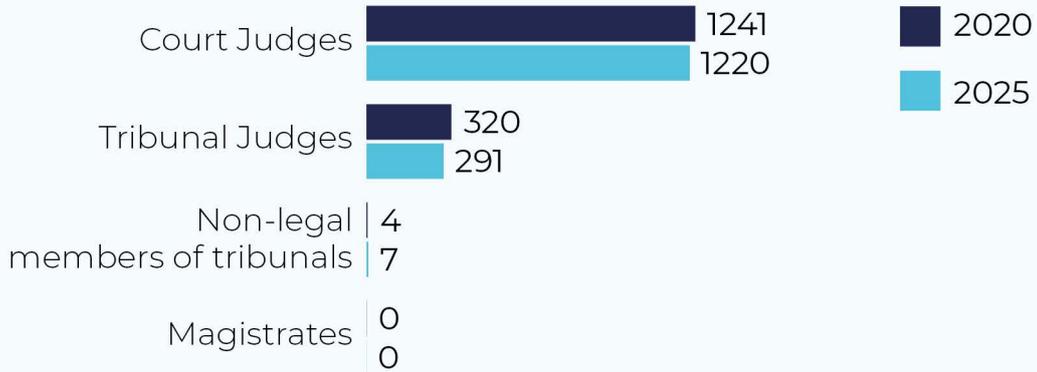
Changes in representation since 2020:



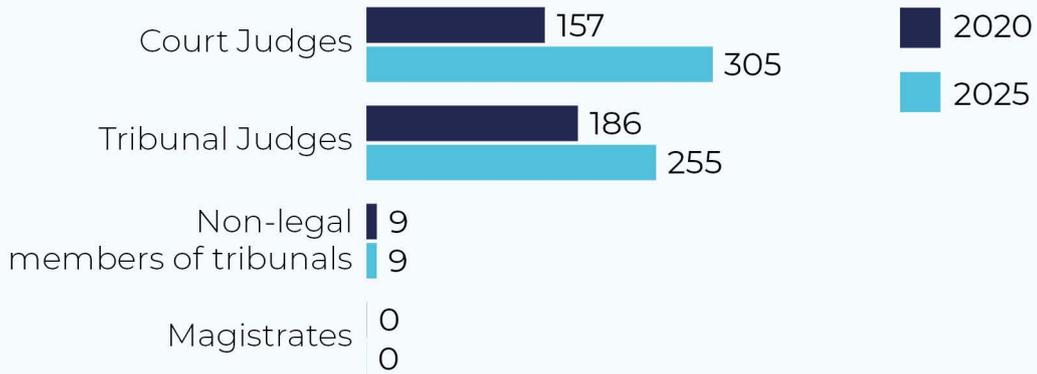
An earlier version of the fee paid Judicial Office Holders graph transposed the numbers for 2020 and 2025.

¹ A judicial office holder (JOH) refers to any courts, tribunal, coroner judges, magistrates or non-legal members. To note coroners had not been included in this strategy as not centrally appointed.

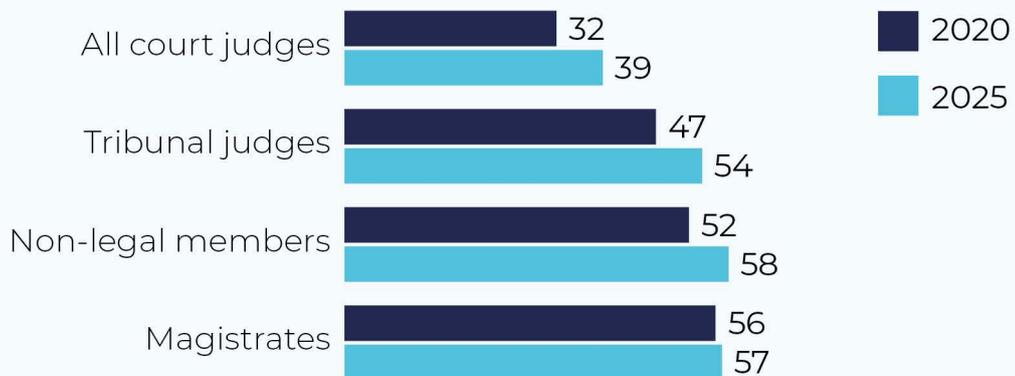
Number of salaried full-time Judicial Office holders



Number of salaried part-time Judicial Office holders

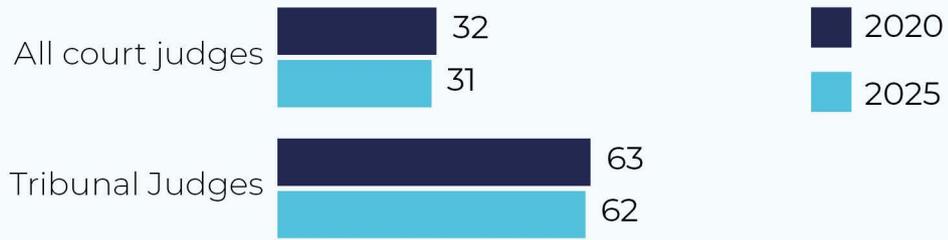


Women in the Judiciary (%)

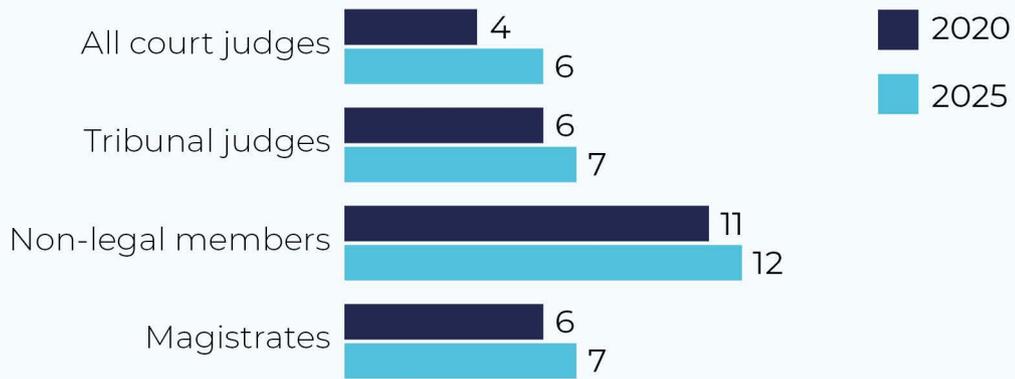


An earlier version of the salaried full time Judicial Office Holders graph and the salaried part time Judicial Office Holders graph transposed the numbers for 2020 and 2025.

Judicial Office holders from Solicitor and other non barrister backgrounds (%)



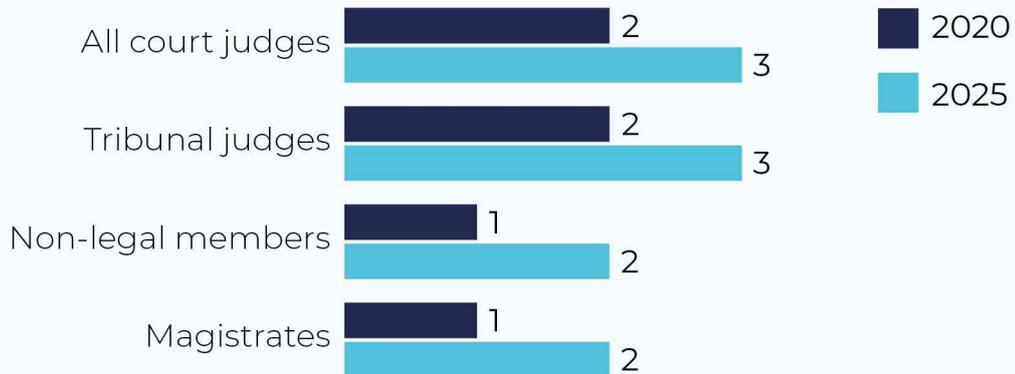
Asian Judicial Office holders (%)



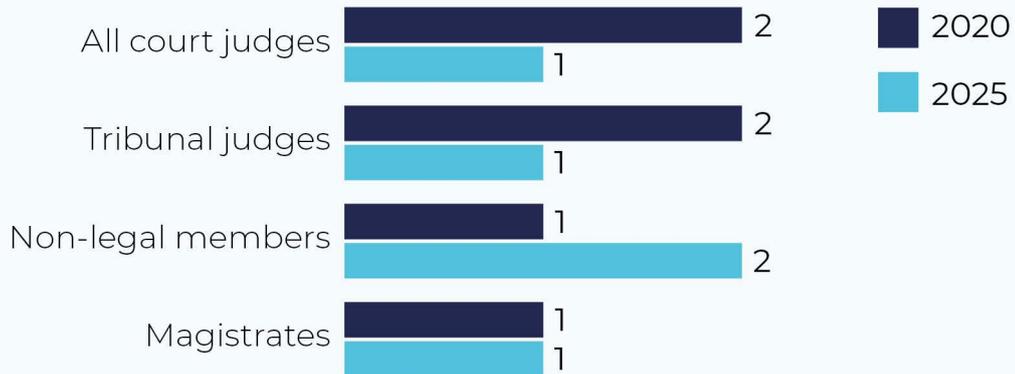
Black Judicial Office holders (%)



Judicial Office holders with a mixed ethnic background (%)



Judicial Office holders from other ethnic minority groups (%)



An earlier version of the graph for other ethnic minority groups omitted the numbers for 2020.



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