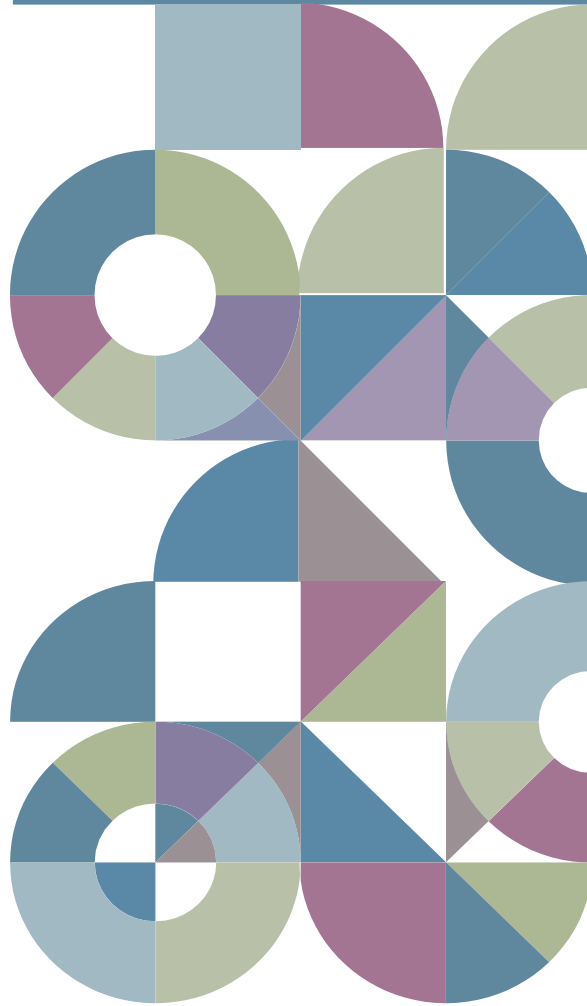
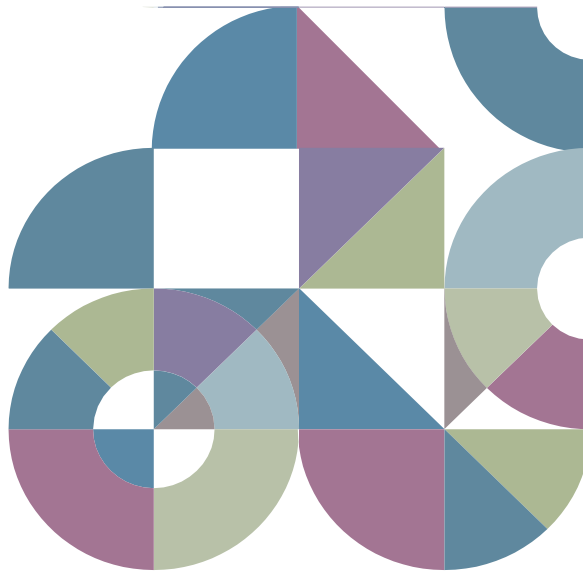




JUDICIAL
APPOINTMENTS
BOARD FOR
SCOTLAND

ANNUAL REPORT 2021 2022





Laid before the Scottish Parliament by the Scottish Ministers under section 18 of the Judiciary and Courts (Scotland) Act 2008.

December 2022

Laying number: SG/2023/41

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This publication is only available on our website at www.judicialappointments.scot

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Foreword by The Chairing Member

I am pleased to present the Annual Report of the Judicial Appointments Board for Scotland for the period April 2021 to March 2022.

As my predecessor commented in our last annual report, it has been a challenging year for JABS. That challenge has been unrelenting with Covid-19 continuing to have a significant impact on our Board Members and staff as they worked to deliver our competition programme in a virtual setting. We were only able to return to face-to-face meetings and interviews in the last quarter of the reporting year.

During 2021/22, we were involved in 11 competitions for court or tribunal judicial appointments. Nine of these concluded during the year. This compares with four competitions in each of the previous three years. This has led to a substantial increase in the numbers of applications we have considered, increasing from 173 in 2018/19 to 434 in 2021/22. We continue to see higher numbers of requests for judicial appointment competitions. Handling this substantial growth in activity has been very demanding for the organisation.

The Scottish Government has recognized the challenges that JABS faces and has now made regulatory changes to expand the Board from 12 to 16 Members. There will also be some increase in the staff and other resources available to support the Board in its work.

Apart from delivering a substantial number of judicial appointment competitions, we have also initiated a programme of review of how we operate, our governance and of our systems and procedures. This work will continue throughout 2022/23. As part of that programme, we will be seeking feedback from our stakeholders including the Lord President, President of the Scottish Tribunals, Scottish Government and the legal profession. All of this work will help us ensure that we are best placed to meet the challenges ahead and to play our part in Scotland's justice system by making timely and independent recommendations to Scottish Ministers for nominations to judicial office.

Finally, I would like to thank and express my appreciation to my fellow Board Members, our Lay Assistants and our staff, all of whom have put in so much time and effort to the work of JABS. We could not have delivered so much without their diligence and goodwill over the past year. In particular, Deirdre Fulton who stepped in as Interim Chairing Member from April 2021 until the start of my appointment in Jan 2022 and steered the Board during this very taxing period.

During the year, there were several changes in the membership of the Board. Alison

Mitchell and Sheriff Principal Lewis both made an important contribution to JABS before they left the Board in July and December 2021 respectively. Also, to John Cummings, who provided support as a Lay Assistant until December 2021.

More recently, Lady Wise and Lord Minginish stepped down when their terms ended in May 2022. Both played a significant part in the work of the Board and it seems only right to express my thanks for their endeavours now, rather than waiting until next year's report. Emma Marriot and Sheriff Principal Anwar joined the Board in December and January respectively.

Collette Paterson was our Chief Executive until she left office in August 2021 and her interim successor, Heather Tully left office in January 2022. I am pleased to say that Paula Stevenson took up post as Chief Executive in May 2022.

Lindsay Montgomery CBE
Chairing Member
December 2022

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PART 1 PERFORMANCE



Part 1 Performance

Aims, Purpose and Membership

The Judicial Appointments Board for Scotland is an advisory Non-Departmental Public Body ('NDPB'), operating under the Judiciary and Courts (Scotland) Act 2008. This is supported by a Framework Agreement which outlines the respective responsibilities of Scottish Ministers, to whom we make recommendations on judicial appointments; the Scottish Government that fully funds us (we do not generate funds); the Board and the Chief Executive.

Aims:

JABS aims are derived from statute and are:

- To attract applicants of the highest calibre, recognising the need to encourage diversity in the range of those available for selection.
- To recommend applicants for appointment to judicial office on merit through processes that are fair, transparent and command respect.

Purpose:

JABS was established following the implementation of the Judiciary and Courts (Scotland) Act 2008 (the 2008 Act). The Board became an advisory Non-Departmental Public Body on 1 June 2009. This means that we operate independently of Scottish Ministers, and have our strategic direction set by the Board.

Our Chief Executive leads our day-to-day operations and is supported by the Business Management Unit (BMU), made up of civil servants, assigned to the Board by the Scottish Government.

Section 9 of the 2008 Act lays out the statutory functions:

- To recommend to members of the Scottish Government individuals for appointment to judicial offices within the Board's remit, and
- To provide advice to members of the Scottish Government in connection with such appointments.

Our governing legislation states at section 9(3) that

'In carrying out its functions, the Board is not to be subject to the direction or control of any member of the Scottish Executive or any other person.

It is, however, the relevant Scottish Minister who decides whether to

Part 1 Performance

accept the Board's recommendations.

The 2008 Act also places the following responsibilities on the Board, in terms of sections 12 and 14:

- Selection must be solely on merit.
- The Board may select an individual only if it is satisfied that the individual is of good character; and
- In carrying out its functions, the Board must have regard to the need to encourage diversity in the range of individuals available for selection to be recommended for appointment to a judicial office.

The judicial offices within the Board's remit are set out in section 10 of the 2008 Act and include:

- Senator of the College of Justice
- Chair of the Scottish Land Court
- Temporary Judge (with a number of statutory exceptions)
- Sheriff Principal
- Sheriff
- Part-time Sheriff
- Summary Sheriff
- Chamber Presidents of the Scottish Tribunals
- Member of the Scottish Tribunals
- Members of the Parole Board for Scotland

Membership

There are twelve Board members: six judicial and legal members (a Senator of the College of Justice, a Tribunal President, a Sheriff Principal, a Sheriff, an Advocate and a Solicitor) and six lay members, one of whom is the Chairing Member.

Lay and legal members are appointed by Scottish Ministers and judicial members by the Lord President. Regulations to increase the number of Board members came into effect in November 2022.

Part 1 Performance

The Board membership during the period covered by this Annual Report was as follows:

Lay Members



- Dr Lindsay Montgomery CBE, FRSE
- Ms Neelam Bakshi
- Mrs Elizabeth Burnley CBE
- Mrs Deirdre Fulton
- Professor Stephen Tierney
- Ms Emma Marriott
- Mrs Alison Mitchell

Judicial and Legal Members



- The Honourable Lady Wise, KC
- The Honourable Lord Minginsh, KC
- Ms Morag Ross, KC
- Sheriff Principal Aisha Anwar
- Sheriff David Young, KC
- Sheriff Principal Marysia Lewis

Changes to membership of the Board

- Alison Mitchell left the Board 31 July 2021.
- Neelam Bakshi renewed her term from 1 August 2021 to 31 January 2024.
- Emma Marriot joined 1 December 2021.
- SP Lewis left the Board 31 December 2021
- SP Anwar joined the Board 1 January 2022
- Lindsay Montgomery joined 1 January 2022

Board Meetings

The Board normally meets on the third Monday of each month. The minutes of meetings are published on our website.

As a result of the Covid-19 pandemic, Board meetings were conducted virtually from April 2021 to January 2022. The first 'in person' Board meeting was held in February 2022, this was a hybrid meeting for those who could not attend in person.

From April 2021 to March 2022, there were 10 Board meetings, no

Part 1 Performance

meetings were held in April or July.

Board attendance was as follows:

	Total
Lindsay Montgomery	3/3
Deirdre Fulton	9/10
Neelam Bakshi	9/10
Elizabeth Burnley	8/10
Stephen Tierney	9/10
Alison Mitchell	2/2
Sheriff Young	10/10
SP Lewis	5/7
SP Anwar	3/3
Morag Ross	10/10
Emma Marriot	3/4
Lady Wise	10/10
Lord Minginish	6/10

Deirdre Fulton was Interim Chairing Member from April 2021 to 31 December 2021 when the new Chairing Member, Dr. Lindsay Montgomery, joined the Board.

Lay Assistants

Statutory provisions within the 2008 Act (Schedule 1 paragraph 13 A(1)) allow the Board to appoint Lay Assistants to help the Board to deliver its increased workload. A person appointed under paragraph 13A(1) as a lay assistant may, so far as authorised by the Board, do anything that a lay member of the Board may do, other than take part in a decision of the Board to recommend an individual for appointment.

The Board Lay Assistants are:

John Cummings (left 31.12.21)

Paul Gray

Marieke Dwarshuis

Gordon Macmillan

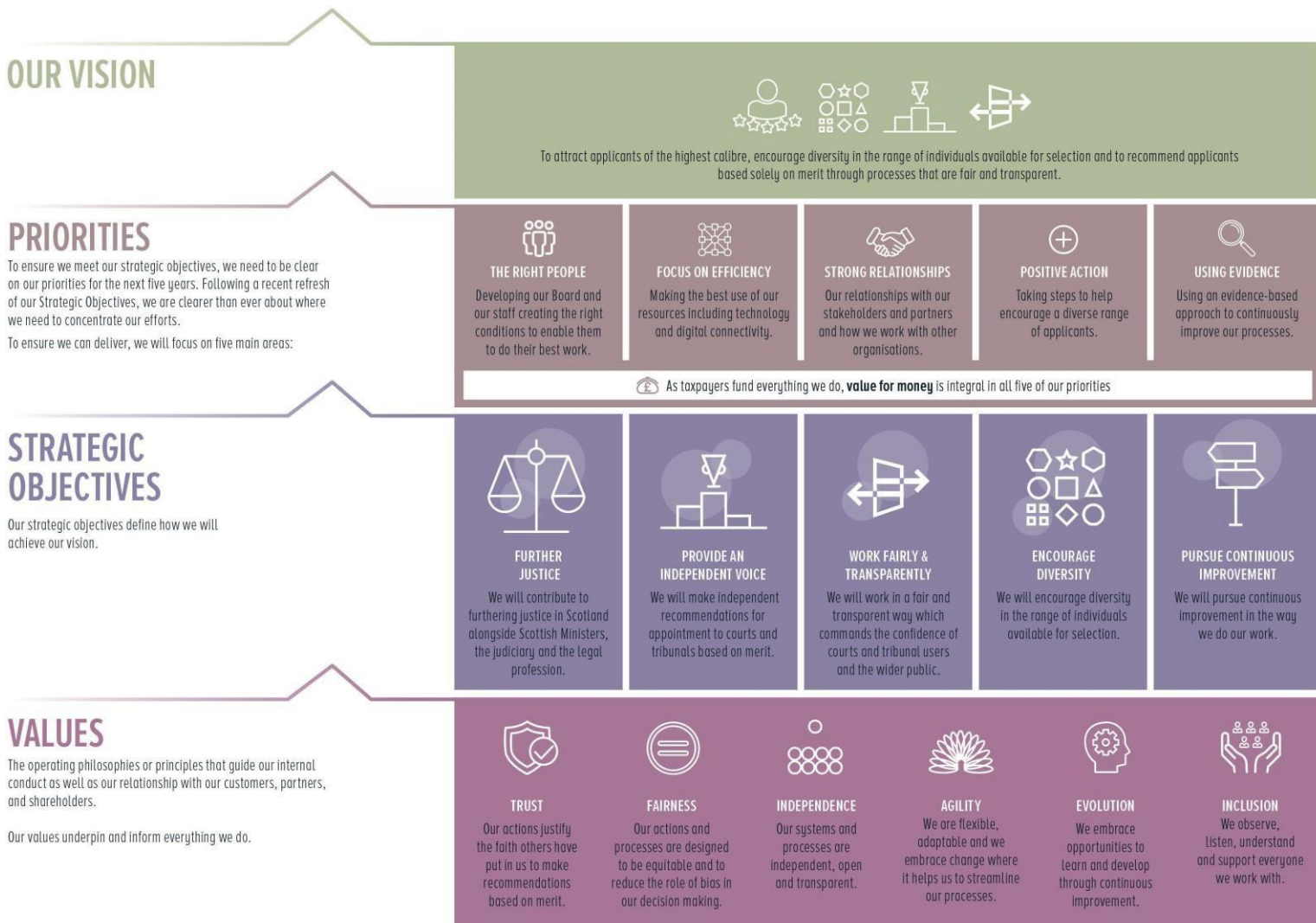
Geoffrey Garner

Peter McGrath

Part 1 Performance

Five-year strategic plan

In 2018, we published our Five-Year Strategic Plan. This sets out how we will continue to contribute to justice in Scotland and provides objectives of how we aim to deliver our priorities. The Plan details our Vision, Priorities, Objectives and Values.



The full Plan is available on our website: www.judicialappointments.scot

The Plan sits at the heart of our operations, helping to focus our work and shape our priorities as we strive to ensure our processes remain fair, robust and fit for the future. A new corporate plan and strategy will be published in Spring 2023.

Part 1 Performance

Covid 19 – Update for 2021-2022

In 2021-2022, the Covid-19 pandemic continued to challenge us to deliver our objectives. To realise our priorities and strategic objectives in this context, we:

- Continued to refine our operational model in which all Board business, selection panels and interviews were conducted remotely, facilitating alternative ways of working for both Board members and staff.
- Worked closely with Judicial Office and the Scottish Government to deliver new recruitment rounds to meet the needs of the Recover, Renew, Transform programme. This included a Part-Time Sheriff recruitment round as well significantly larger Summary Sheriff and Sheriff appointment rounds.
- Continued with our regular engagement and activity with key stakeholders, to maintain our on-going relationships and collaborative approach to planning.
- Began the transition from virtual meetings and interviews to a hybrid approach with a mix of in person and virtual attendance leading to a return to face-to-face meetings and interviews, supporting the health and well-being of Board members, staff and candidates.

Part 1 Performance

Judicial Skills and Qualities

The Board is committed to the principle of appointment solely on merit, and we work closely with our partners in the justice family to make sure the skills and qualities on which we assess applicants are a reflection of what makes a good judge.

Court Appointments

These six skills and qualities relate to the offices of Senator of the College of Justice, Sheriff Principal, Sheriff and Summary Sheriff. In assessing candidates and reaching recommendations for judicial office, the Board considers these attributes in the round.



More detail on each of these skills and qualities is published on our website, at: [https://www.judicialappointments.scot/resources/what-were- looking-for](https://www.judicialappointments.scot/resources/what-were-looking-for)

Part 1 Performance

Tribunal appointments

We look at a common set of core skills and qualities, supplemented by any specific competencies required by specialist members for tribunal appointments. These include legal competencies where these roles require this.

The common core skills and qualities are:

- Mind-set and motivation;
- Managing work efficiently;
- Exercising judgement;
- Communicating effectively; and
- Working with others.

The details of the skills and qualities required for each role are published on our website when vacancies are advertised.

Part 1 Performance

Recommendations for Judicial Appointment

During the year 2021-2022, the Board made recommendations for the following offices:

Judicial Office	Appointment Rounds	Number of Applications	Number recommended for appointment
The Office of Senator of the College of Justice	1	16	5
The Office of Sheriff Principal	1	4	1
The Office of Sheriff	1	114	19
The Office of Summary Sheriff	1	91	14
The Office of Sheriff (PT)	1	54	16
The Office of Summary Sheriff (PT)	1	106	17
The Office Sheriff (Dumfries & Dunoon)	1	40	3
Local Taxation Chamber President	2	2	0
Total	9	427	75

Introduction

During 2021-2022, we have been involved in 11 appointment exercises, for either Court or Tribunal judicial offices. Of these, nine concluded during the year, involved 494 applications, and resulted in 78 candidates being recommended for judicial office.

Scottish Ministers have accepted all our recommendations for appointment.

There is a detailed summary of each concluded appointment rounds from page 17 to page 20.

During this reporting year competitions for the Local Taxation Chamber Legal and Ordinary Members (surveyor rating experience) and Sheriff 2022 began, however, recommendations were made after March 2022 and information about these competitions will be included in next year's Annual Report.

In order to assist us in meeting our statutory obligation to have regard to the need to encourage diversity in the range of individuals available for selection, we ask all applicants to complete a Diversity Monitoring questionnaire. This is voluntary and applicants can complete all, some or none of it.

The information drawn from the Diversity Monitoring questionnaires is the foundation for the Diversity Report for 2021-2022 at Appendix A.

Part 1 Performance

Recommendations for the Office of Senator of the College of Justice

In December 2021, we invited applications from those eligible for appointment to the office of Senator of the College of Justice. The advert was for five vacancies. We received 17 applications; however, one applicant was not eligible.

A Shortlisting and Interview Panel assessed all applications.

Of the 16 applicants, 12 were invited to interview (one candidate subsequently withdrew their application prior to interview).

The Board met on 24 March 2022 and made five recommendations to the Scottish Ministers.

A further candidate was considered to be appointable and placed on a reserve list for a period of twelve months.

Recommendations for the Office of Sheriff Principal

We received official requests on 30 July and 22 December 2021 for two Sheriffs Principal, for Lothian and Borders and North Strathclyde. In January 2021, we invited applications from those eligible for appointment to the office of Sheriff Principal. We received 4 applications.

Shortlisting took place in February with interviews held on 7 March 2022. One candidate was invited to interview and was recommended to Scottish Ministers.

Part 1 Performance

Recommendations for the Office of Sheriff

We received an official request on 19 January 2021 for 19 vacancies for the Office of Sheriff. During the recruitment process a further vacancy arose in the Sheriffdom of Lothian and Borders.

The advert was launched in January 2021 and 114 applications were received for the 20 vacancies.

Given the high number of applications submitted, longlisting and shortlisting took place in February 2021 and interviews were held over April and May 2021.

Of the 50 shortlisted applicants, 29 were invited to interview. Interviews were held virtually by MS Teams.

The Board met on 24 May 2021 and made 19 recommendations to Scottish Ministers, however, one candidate withdrew.

Recommendations for the Office of Sheriff - Dumfries and Dunoon

We received a separate official request on 12 August 2021 for two vacancies for the Office of Sheriff in Dumfries and Dunoon during the recruitment process a further vacancy arose giving three in total.

The advert opened in August 2021 and 40 applications were received. Shortlisting took place in took place in September and October 2021. Seven candidates were invited to interview which were held in November 2021.

The Board met on 22 November 2021 and made three recommendations to Scottish Ministers, with one candidate being placed on the reserve list.

Part 1 Performance

Recommendations for the Office of Summary Sheriff

We received an official request on 19 January 2021 for 4 vacancies for The Office of Summary Sheriff. During the recruitment process, a further request was received and in July, an additional request for nine vacancies was received making a total of 14 vacancies.

The advert was launched in March 2021 and 91 applications were received. Given the high number of applications submitted, longlisting and shortlisting took place in March and April 2021 and interviews were held over May and June 2021.

Of the 59 shortlisted applicants, 26 were invited to interview.

The Board met on 14 June 2021 and made 14 recommendations to Scottish Ministers.

Recommendations for the Office of Sheriff (part time)

We received an official request on 21 May 2021 for 15 vacancies for the Office of Sheriff (Part Time).

The advert opened in July 2021 and 54 applications were received, however, one application was withdrawn. Longlisting and shortlisting took place in August and September 2021 and interviews were held between October and November 2021.

Of the 46 shortlisted applicants, 26 were invited to interview; however, one candidate withdrew.

The Board met on 22 November 2021 and made 16 recommendations to Scottish Ministers.

Part 1 Performance

Recommendations for the Office of Summary Sheriff (part time)

We received an official request on 21 May 2021 for 15 vacancies for The Office of Summary Sheriff (Part Time).

The advert opened in July 2021 and 106 applications were received; however, one application was withdrawn. Longlisting and shortlisting took place in August and October 2021 and interviews were held in October and November 2021.

Of the 53 shortlisted applicants, 29 were invited to interview; however, one candidate withdrew.

The Board met on 22 November 2021 and made 17 recommendations to Scottish Ministers.

Recommendations for the Office of Local Taxation Chamber President

We received an official request on 5 July 2021 for the vacancy for The Office of Local Taxation Chamber President.

The advert opened in July 2021 and an application was received. Shortlisting took place in August 2021, however, no applicant was invited to interview.

We received the official request on 10 September 2021 to re-run the competition for The Office of Local Taxation Chamber President.

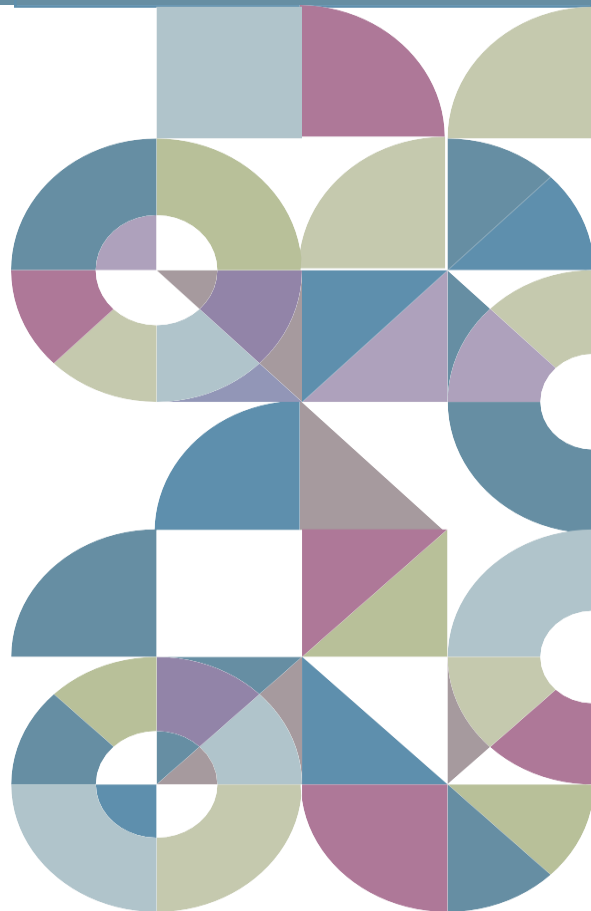
The advert launched in October 2021 and an application was received. Shortlisting took place in November and December 2021 and the candidate was invited to interview.

The panel were unable to recommend the candidate for appointment and informed the Board in January 2022.

Due to the size of this competition, no diversity statistics were collated.

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PART 2 ENGAGEMENT



Part 2 Engagement

Key Partner and Stakeholder Engagement

Whilst the restrictions mandated by the Covid-19 pandemic affected meetings with our key partners and stakeholders, the Board continued to maintain close and effective relationships with them.

Over the past year, we held virtual meetings, or latterly, ‘in person’ discussions with a wide range of individuals and organisations to promote our work and explore matters of common interest, including with the Lord President of the Court of Session, the President of the Scottish Tribunals, the Faculty of Advocates, Law Society of Scotland and Society of Solicitor Advocates.

Regular meetings have also taken place with Scottish Government as well as with the Judicial Appointments Commission (for England and Wales) and the Northern Ireland Judicial Appointments Commission.

Outreach and Events

Outreach events were impacted by the Covid-19 pandemic, resulting in fewer outreach events being possible than was the case in previous years. The following events were held:

- On 3 August 2021, JABS hosted a Part-time Sheriff and Summary Sheriff Outreach event.
- On 29 November 2021, Judicial Office and JABS hosted a virtual Senator Information Session.

Part 2 Engagement

Diversity Steering Group

Introduction

The Diversity Steering Group (DSG) emerged from the recommendations of the Diversity Working Group, which was established in 2007 by the previous non-statutory Board.

Membership of the Steering Group includes representatives of the Board, the Judiciary, the Judicial Office, the Faculty of Advocates and the Law Society of Scotland. The Scottish Government is present as an observer.

The Membership in 2021-2022 was:

- Lady Wise, JABS Board Member (Chair)
- Kay McCorquodale, Judicial Office
- Elizabeth Burnley, JABS Board Member
- May Dunsmuir, Chamber President - Health and Education Chamber
- Rob Marrs, Law Society of Scotland
- Sheriff Principal Turnbull, representing Judiciary of Scotland
- Deirdre Fulton, JABS Interim Charing Member
- Brian Napier QC, Faculty of Advocates

- Ryan McRobert, Scottish Government - Observer - represented by Hannah Hutchison.

Role and Purpose

The Group is a voluntary collaboration and its function is to support the Board in the fulfilment of its statutory responsibility under section 14 of the Judiciary and Courts (Scotland) Act 2008.

Part 2 Engagement

This includes:

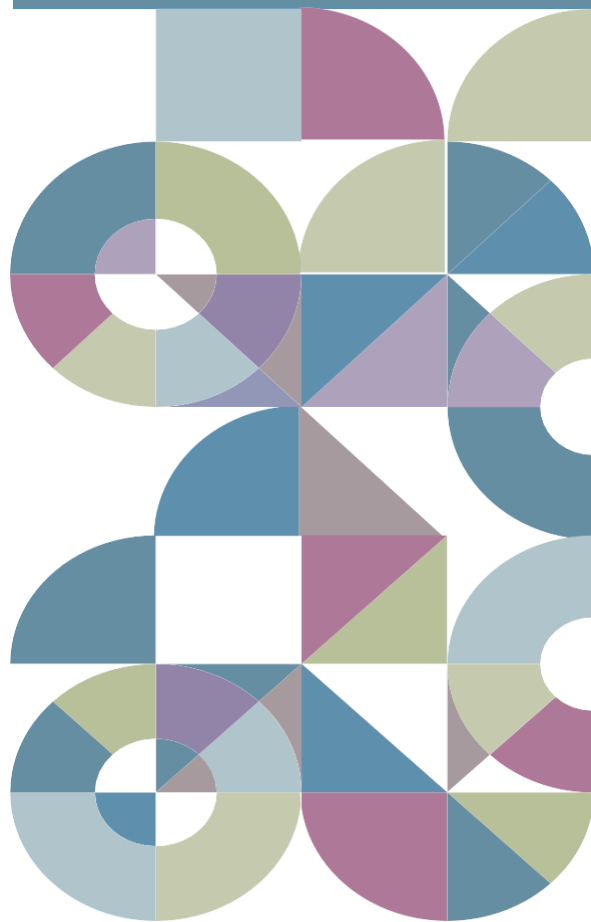
- Identification of ways in which increased diversity of applicants applying for judicial office can be achieved;
- Advice on removal of perceived obstacles to diversity;
- Consideration of best practice in other jurisdictions; and
- Discussion of areas in which there could be a common programme of action.

Meetings

The DSG met on 5 July 2021 and 13 December 2021.

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2021-22**

**PART 3
GOVERNANCE**



Part 3 Governance

Governance

Financial Statement

The Board is funded by the Scottish Government. The Board's expenditure during the financial year 2021–2022, as recorded in the Scottish Executive Accounting System (SEAS) to 31 March 2022 is set out below.

Expenditure	Year to 31 March 2022 (£)
Staff Salaries including ERNIC and Superannuation	£318,485.41
Members Fees and ERNIC	£164,831.42
Travel and Subsistence for Board Members	£168.50
Travel and Subsistence for Staff	£455.46
Training	£429.00
Accommodation including rent, maintenance and utilities	£73,819.84
Catering for Board Meetings and Interview Panels	£541.14
Office Running Costs	£2,259.13
Appointment Advertising Costs	£12,004.80
IT Professional Services for Websites and vacancy System and Development, Staff Equipment	£24,472.06
Professional Services	£2,146.60
Total	£599,613.36

Part 3 Governance

Freedom of Information

During the period 1 April 2021 to 31 March 2022, the Board received one request for information under the Freedom of Information (Scotland) Act 2002. The response was provided within the statutory 20 working days.

Risk Management

As part of the Judicial Appointments Board for Scotland compliance and assurance process, the Board monitors and reviews its approach to risk at every Board meeting. A comprehensive Risk Register has been compiled and is regularly updated.

The Board appreciates the need for a comprehensive approach to monitoring and reviewing risks and opportunities that may have an impact on the successful outcome of the Board's objectives.

Complaints

The Board did not receive any complaints within the period of this report.

Part 3 Governance

Website and Contact

Our website is the primary source of information about JABS, judicial vacancies, news items, and recent appointments.

The Board aims for continuous improvement in all that they do, and this includes our website. Feedback is always welcome, and we would be grateful for your thoughts or suggested improvements to the site.

To offer this feedback, please do so through our “Contact Us” form found on the website.

Online Application Platform

Since December 2015, all of our appointment rounds have been run on an online application platform.

Applications for appointment will always be made online, however the Board will always make reasonable adjustments where required.

Our address for correspondence is:
Judicial Appointments Board for Scotland
Thistle House
91 Haymarket Terrace
Edinburgh
EH12 5HD



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mailbox@jabs.gov.scot



<https://www.judicialappointments.scot/>

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DIVERSITY REPORT 2021-2022

Introduction

In order to ensure that we meet our statutory obligation to have regard to the need to encourage diversity in the range of individuals available for selection, we ask all applicants to complete a Diversity Monitoring questionnaire. This is voluntary and applicants can complete all, some or none of it.

This questionnaire is separate from the application form and Board/Panel Members do not see it. The Business Management Unit collates the statistical information and presents reports to the Board to allow the consideration and identification of any changes in the pool of applicants.

The Diversity Report shows the information for the key recruitment stages capturing the diversity evolution from applications received to recommendations for appointment.

We do not publish diversity monitoring information that could identify an individual. This means that not all statistics are reported for every role, because if the number of applicants answering a question was very low the responses could lead to the identification of an individual.

Percentages given in these tables are rounded to the nearest whole number. As a result, they may not always total 100%.

Diversity Statistics for 2021-2022

This report details the diversity findings for gender, age, ethnic group and profession for each of the following appointment rounds:

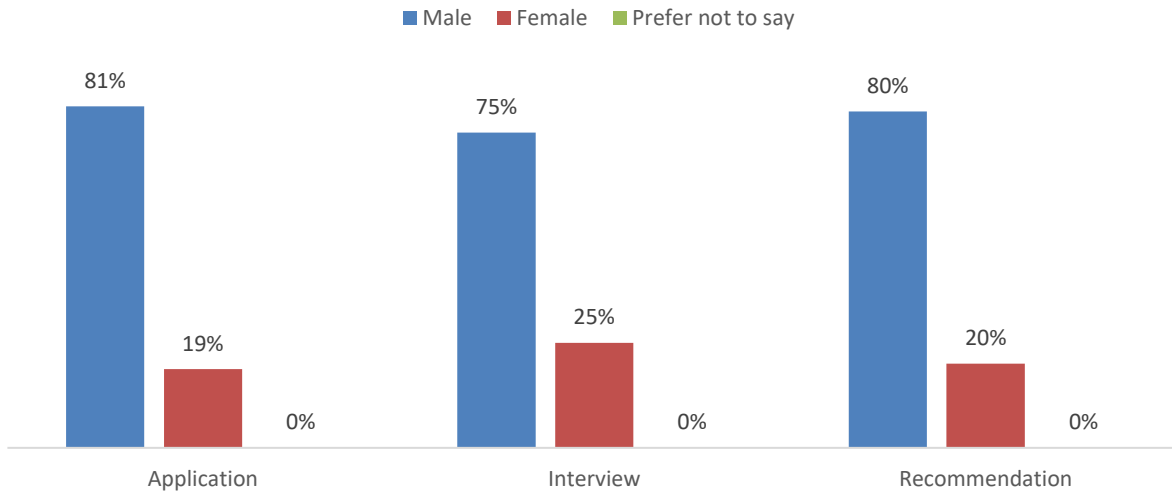
1. The Office of Senator of the College of Justice
2. The Office of Sheriff
3. The Office of Summary Sheriff
4. The Office of Sheriff (PT)
5. The Office of Summary Sheriff (PT)
6. The Office of Sheriff (DD)

No statistical information was gathered for the Local Taxation Chamber President or Sheriff Principal competitions because of the low number of applications.

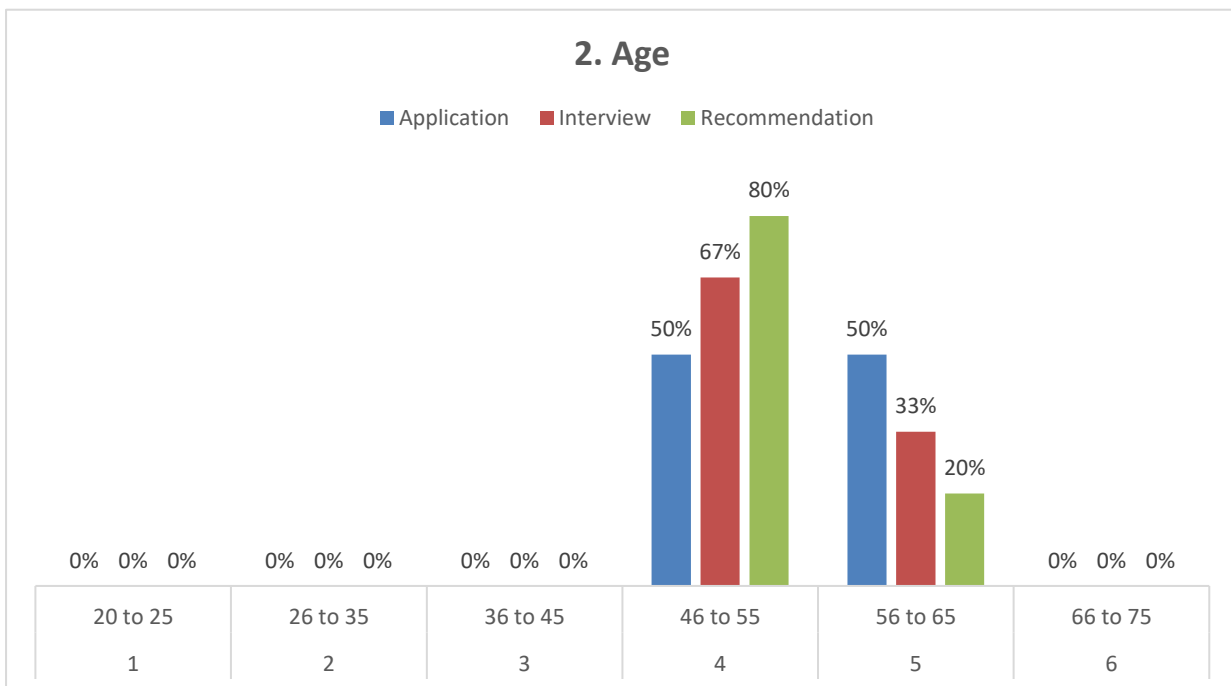
1. Diversity Information for The Office of Senator of the College of Justice

The following tables provide statistical information relating to the diversity of the application pool and those who were recommended for appointment.

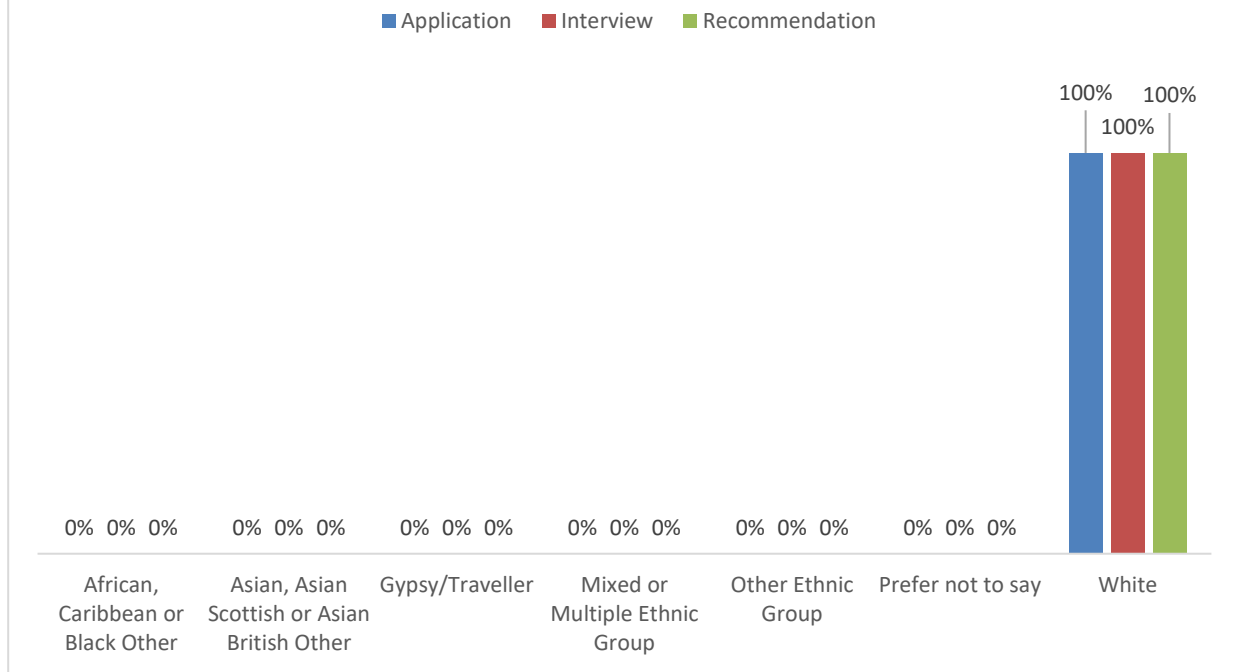
1. Gender



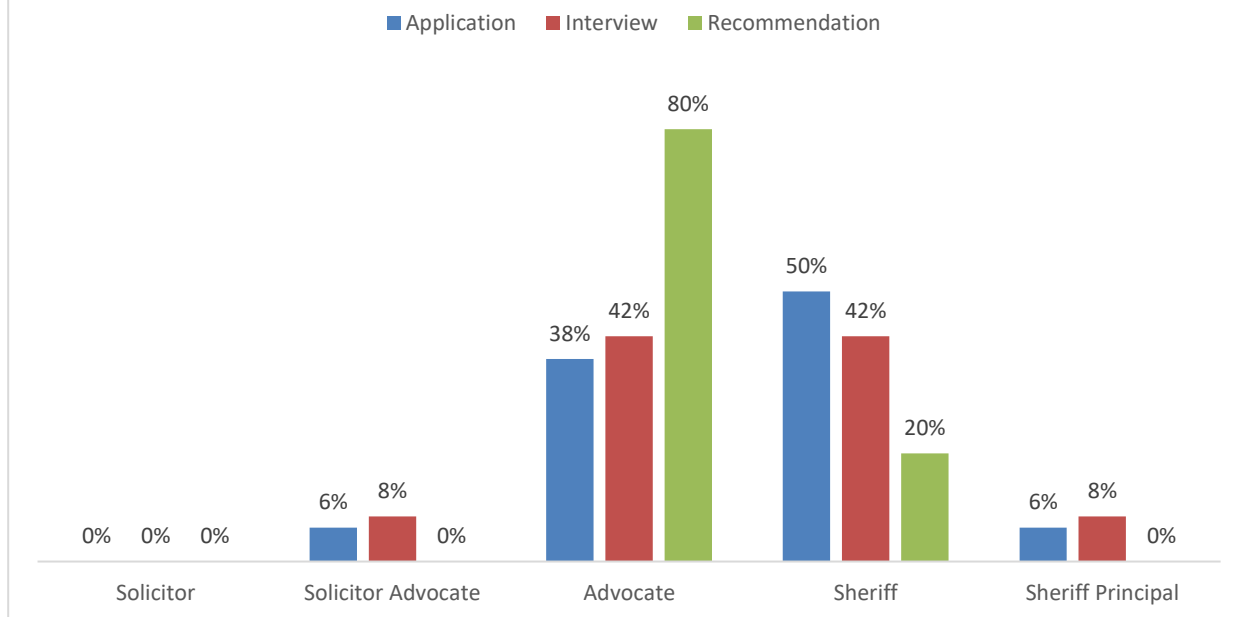
2. Age



3. Ethnic Group

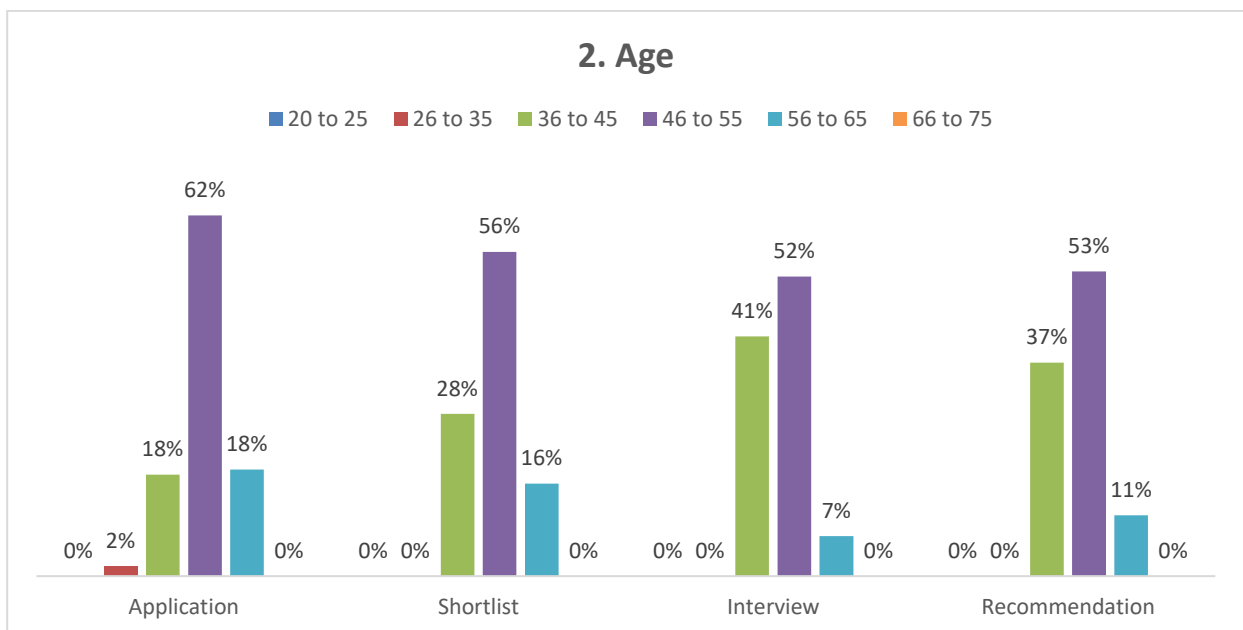
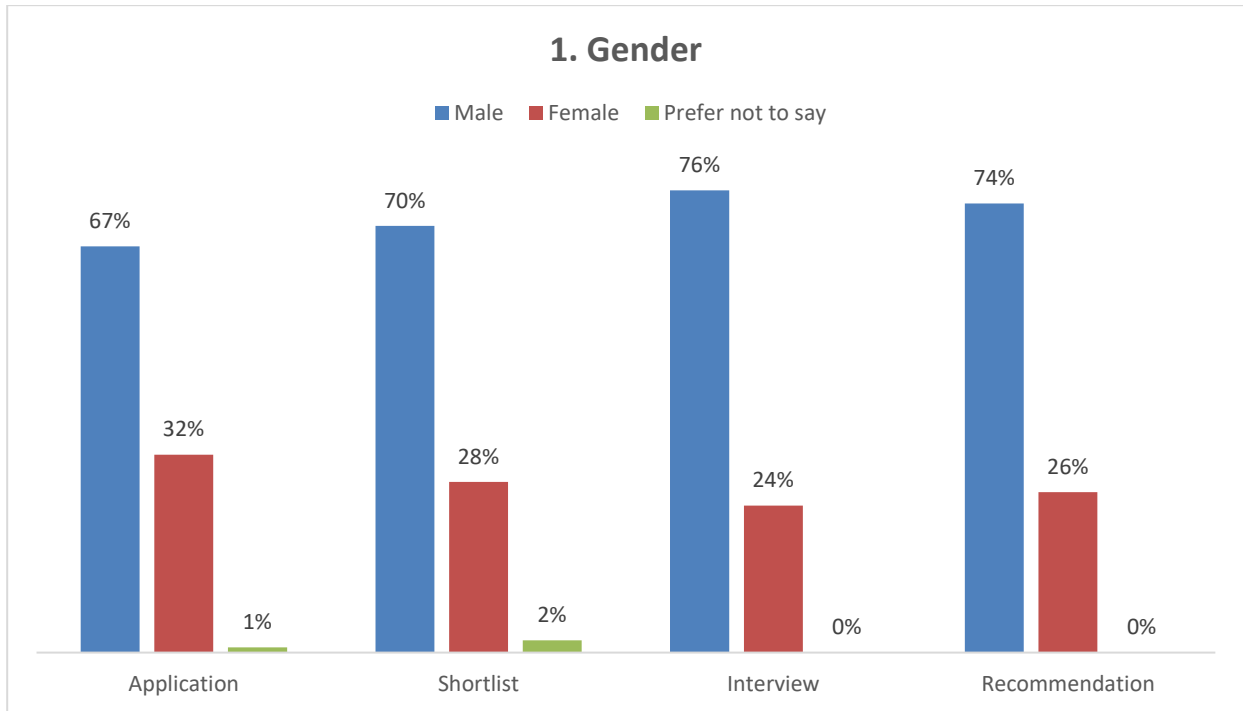


4 Profession

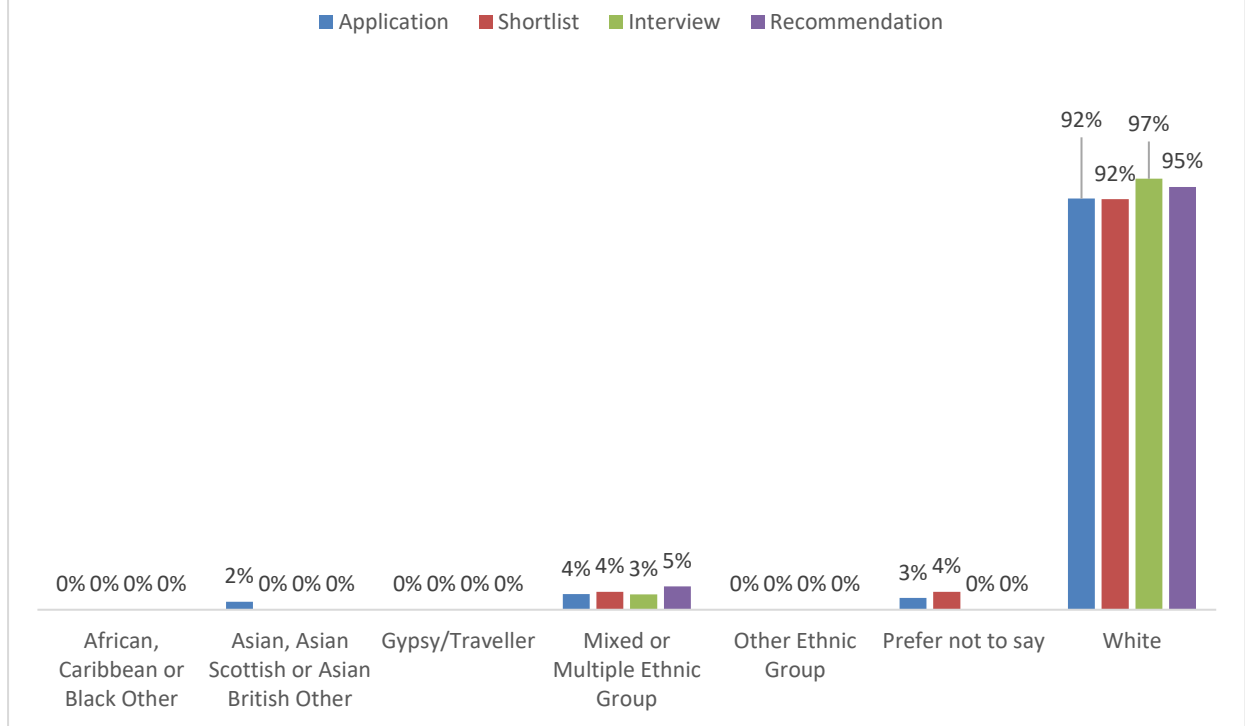


2. Diversity Information for The Office of Sheriff

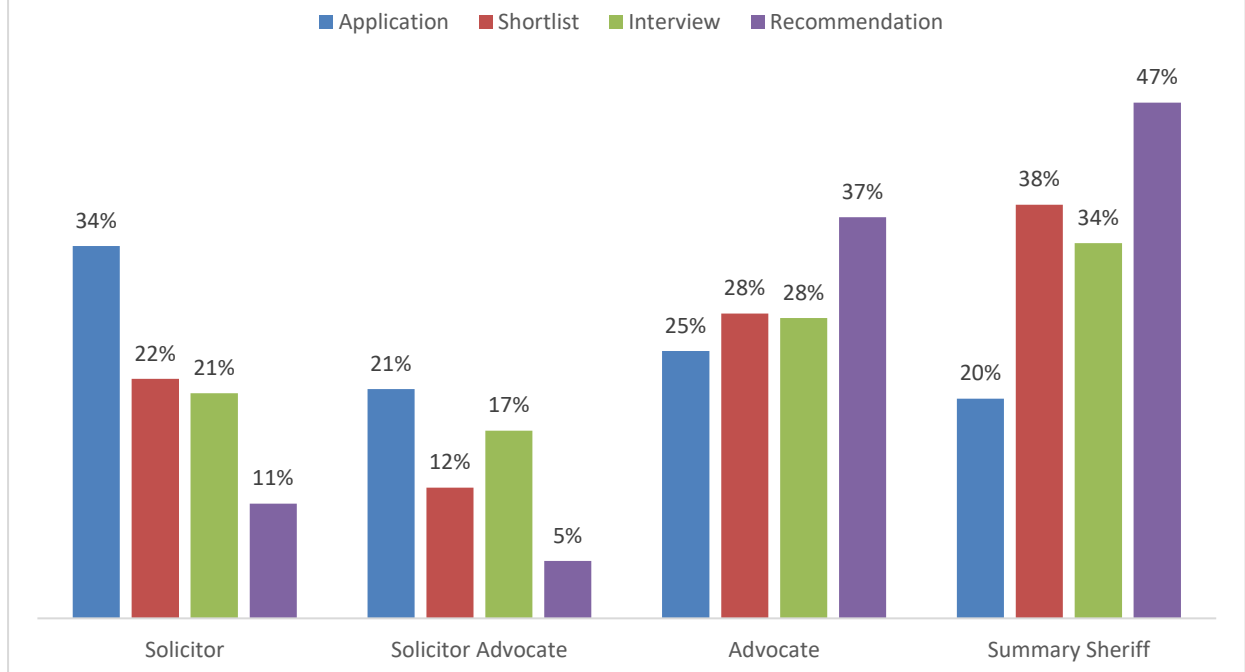
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3. Ethnic Group

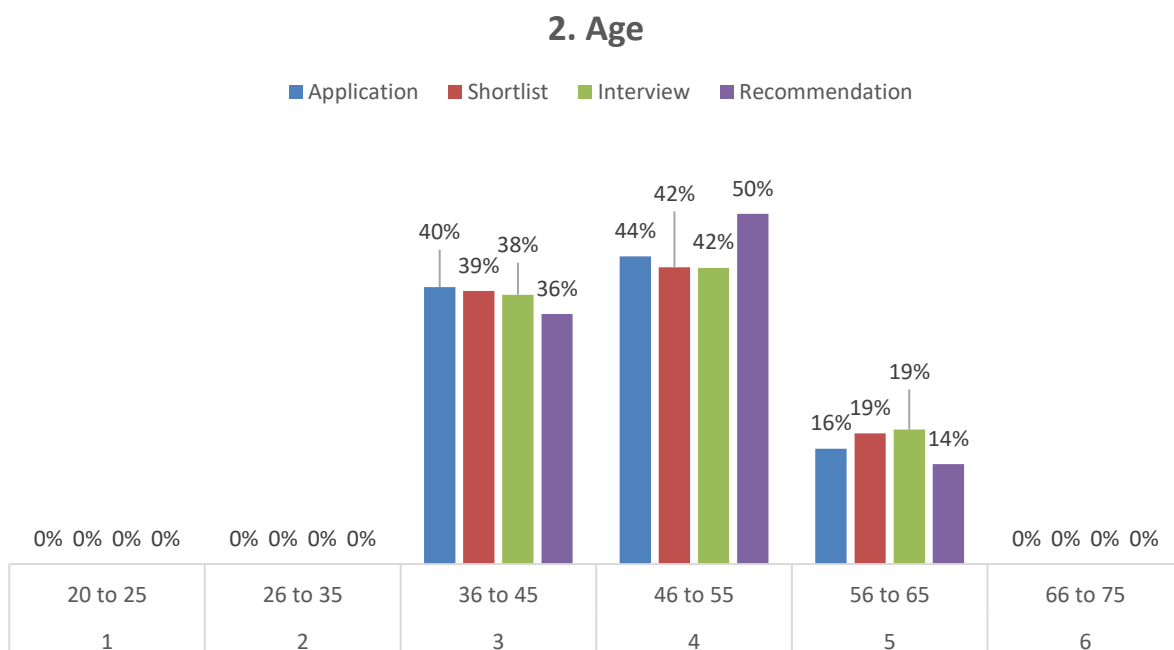
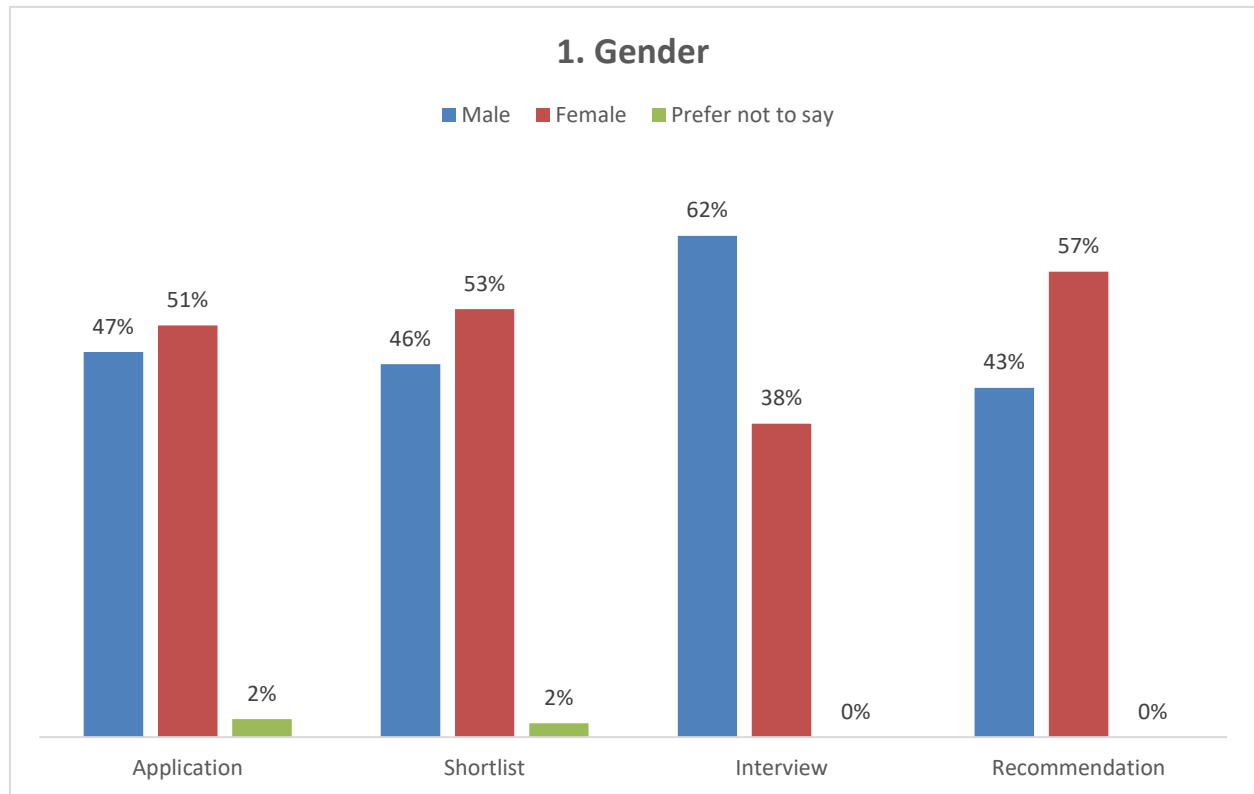


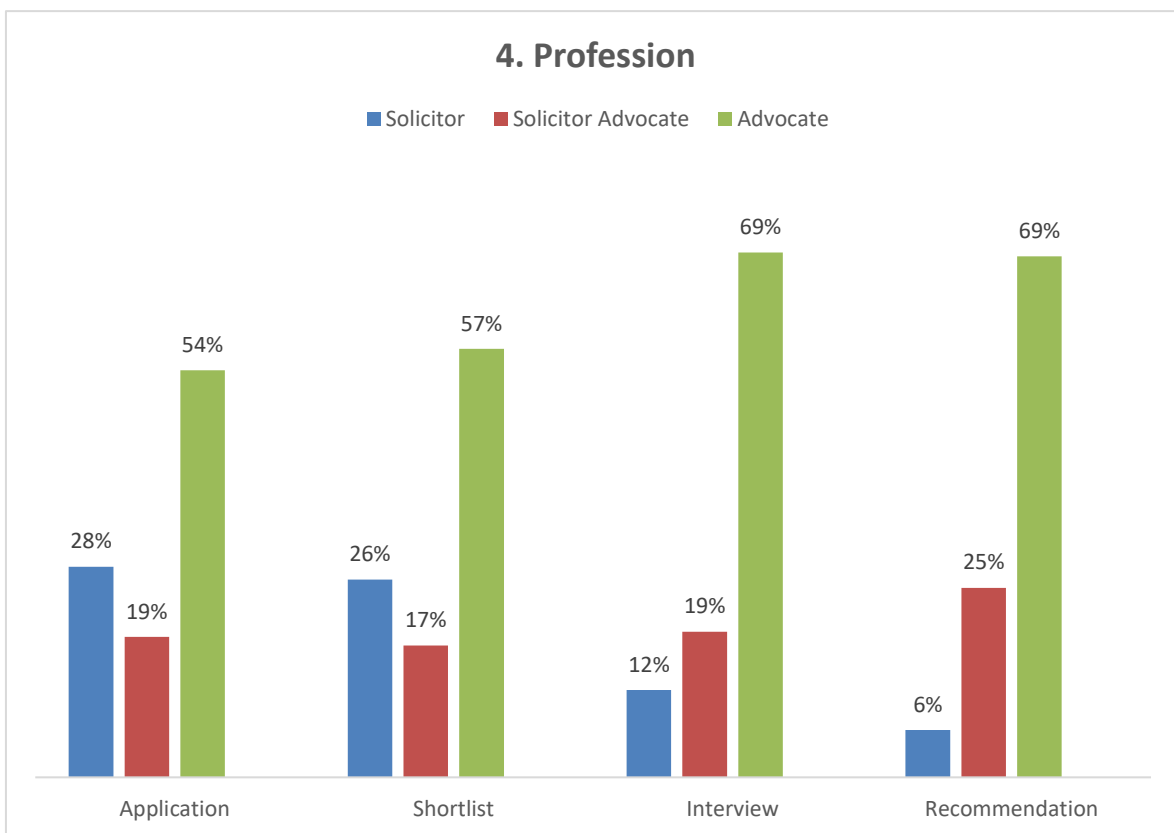
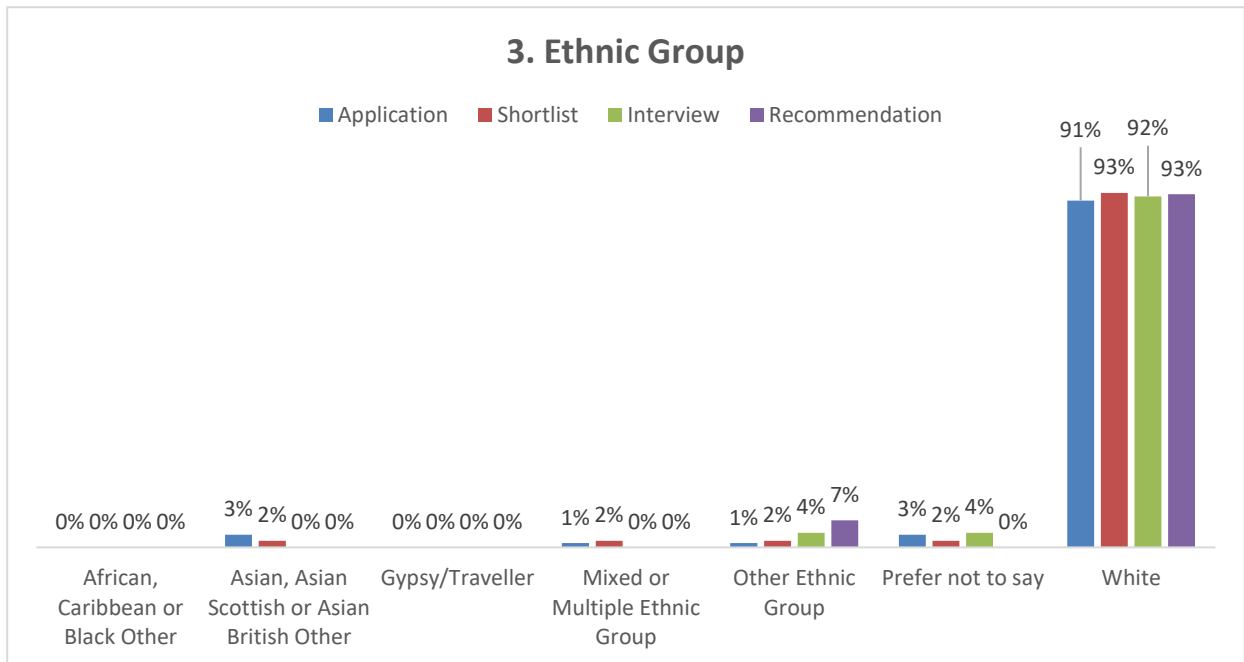
4. Profession



3. Diversity Information for The Office of Summary Sheriff

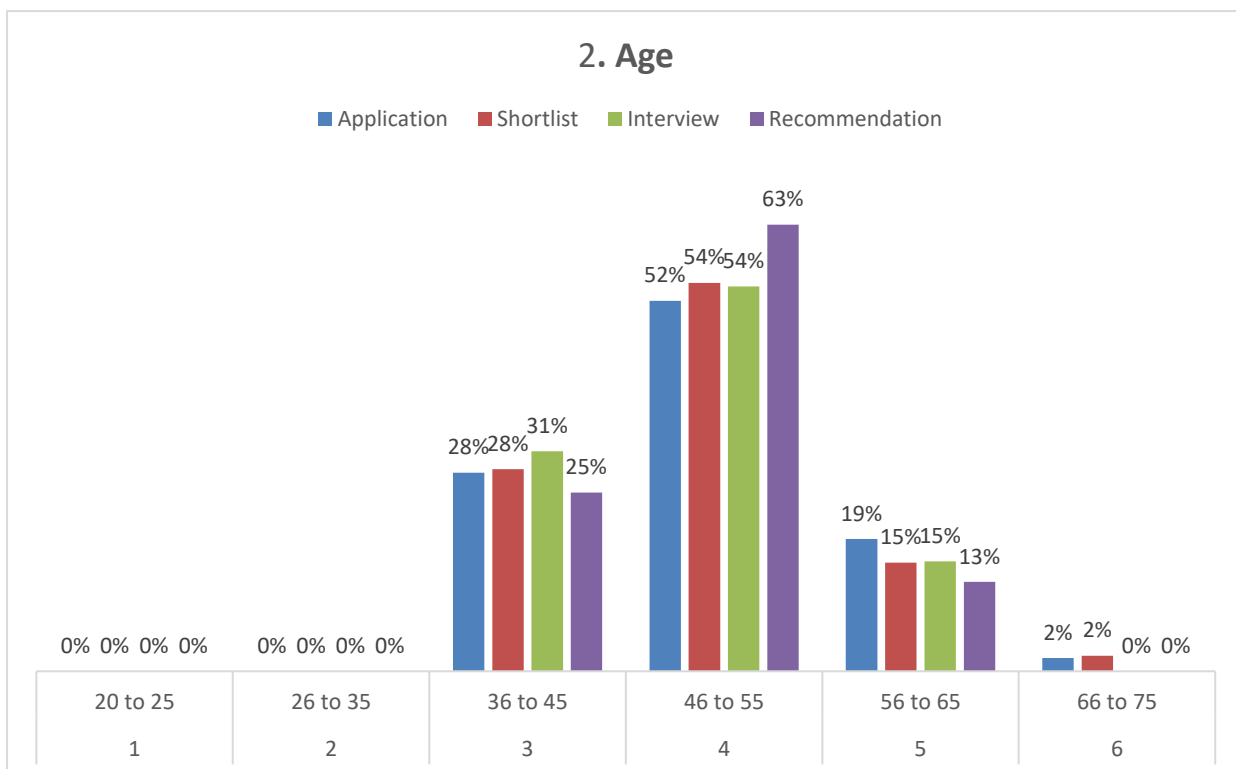
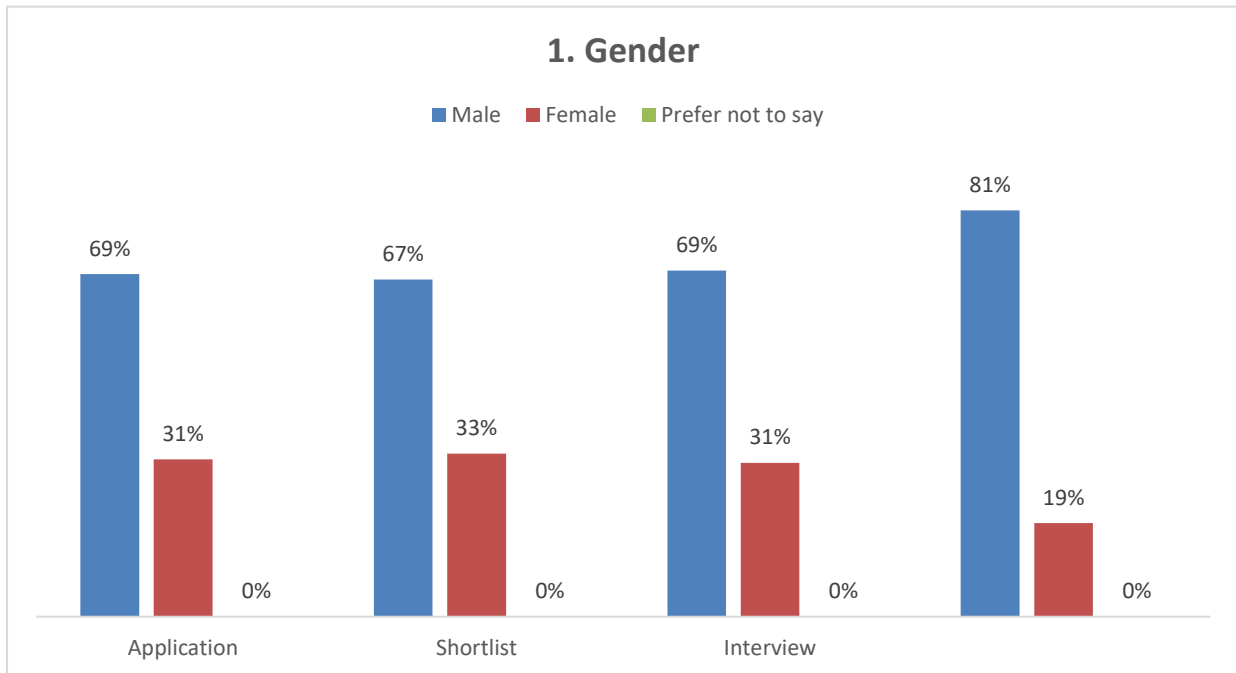
The following tables provide statistical information relating to the diversity of the application pool and those who were recommended for appointment.



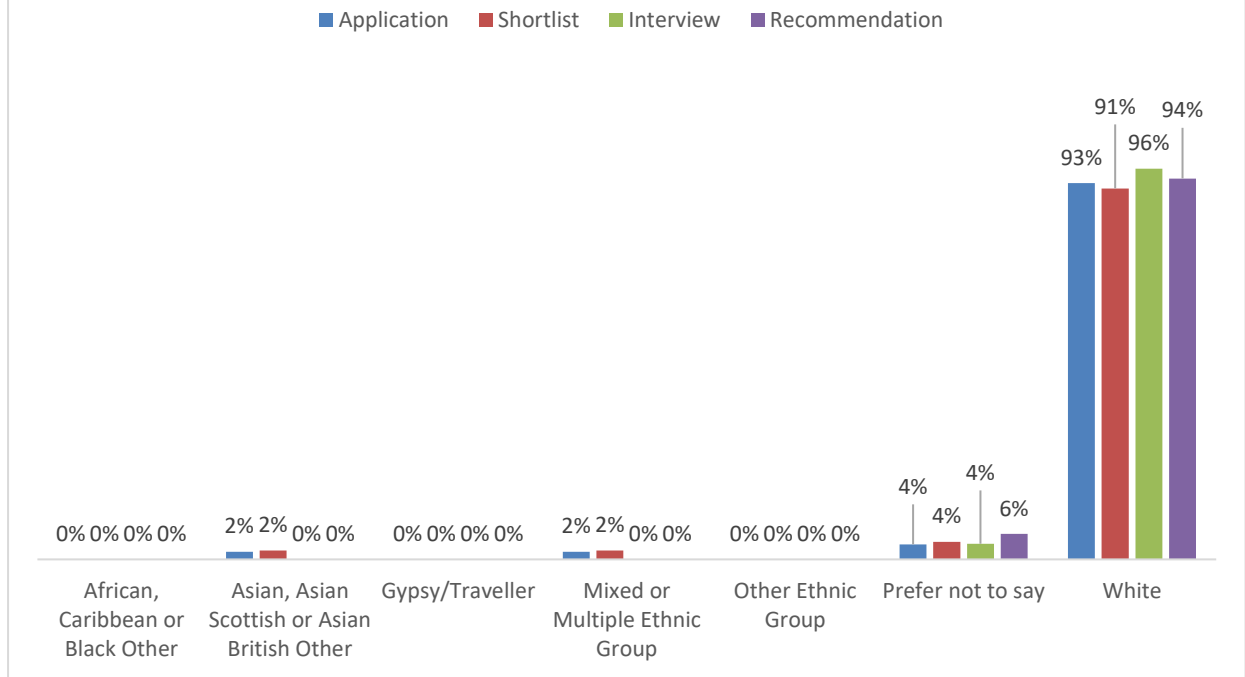


4. Diversity Information for The Office of Sheriff (part time)

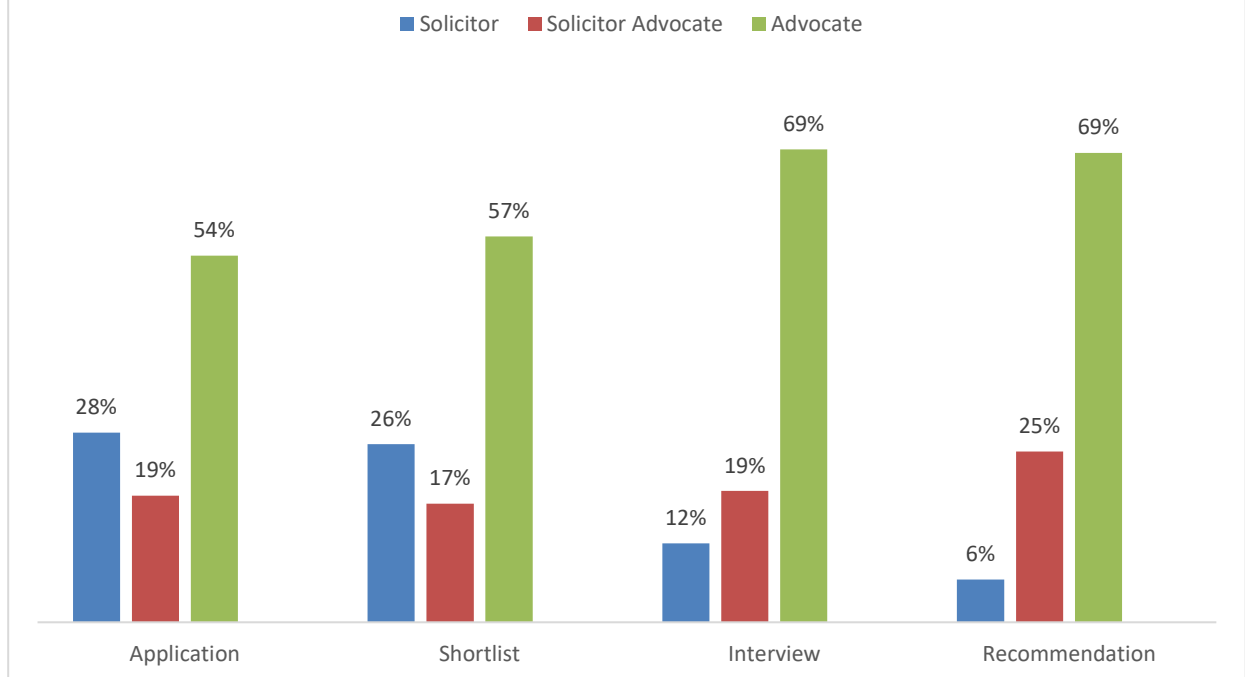
The following tables provide statistical information relating to the diversity of the application pool and those who were recommended for appointment.



3. Ethnic Group

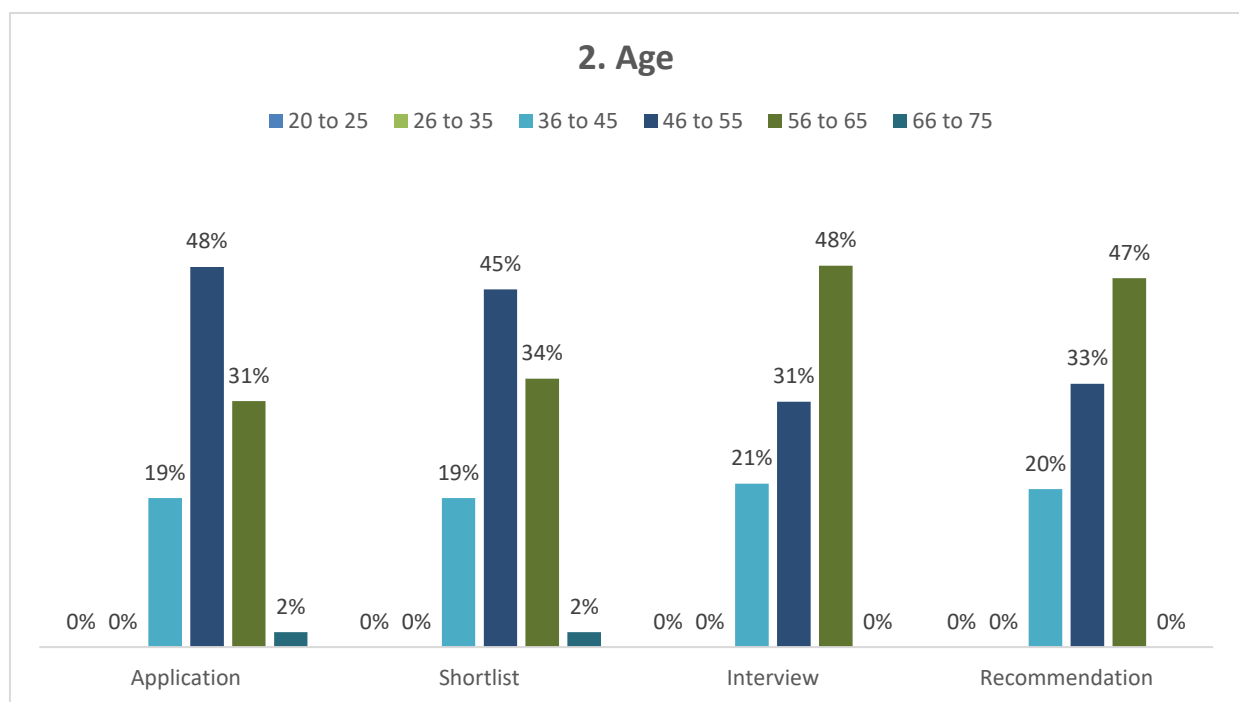
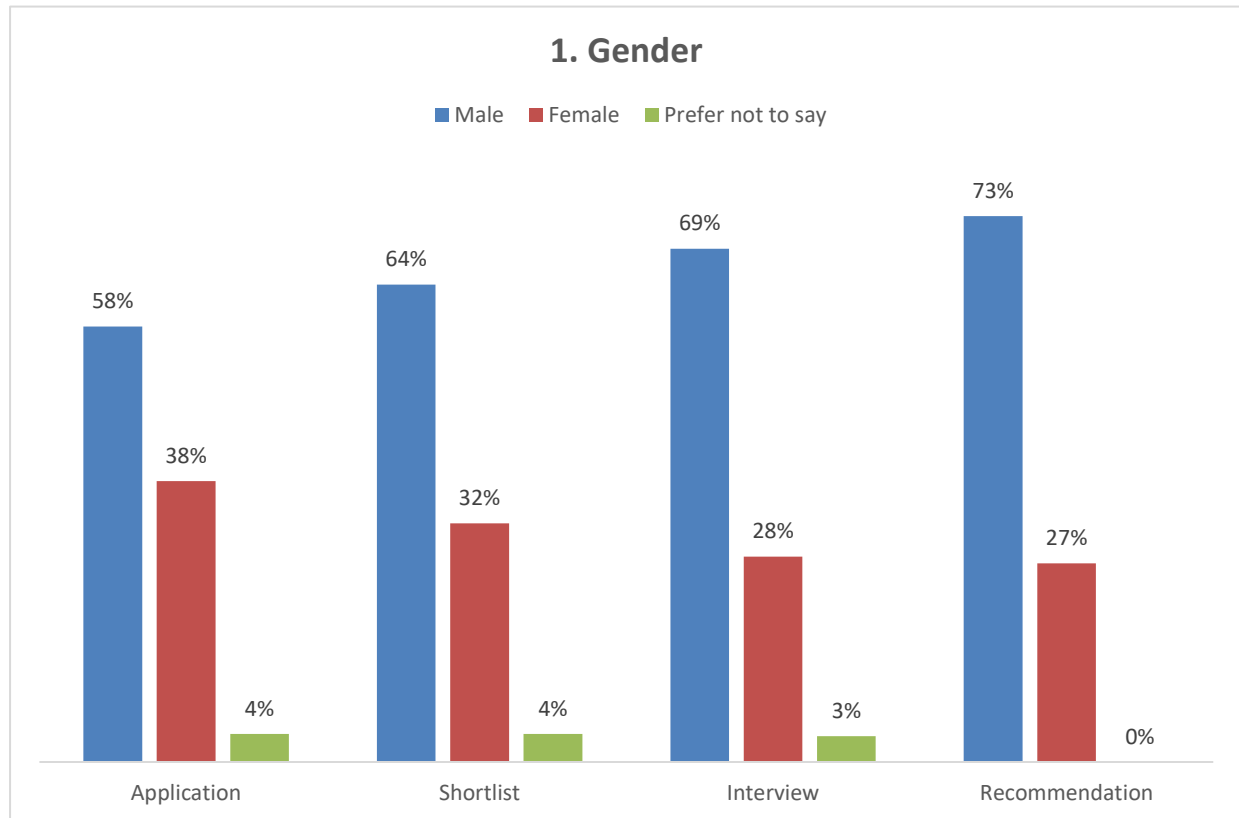


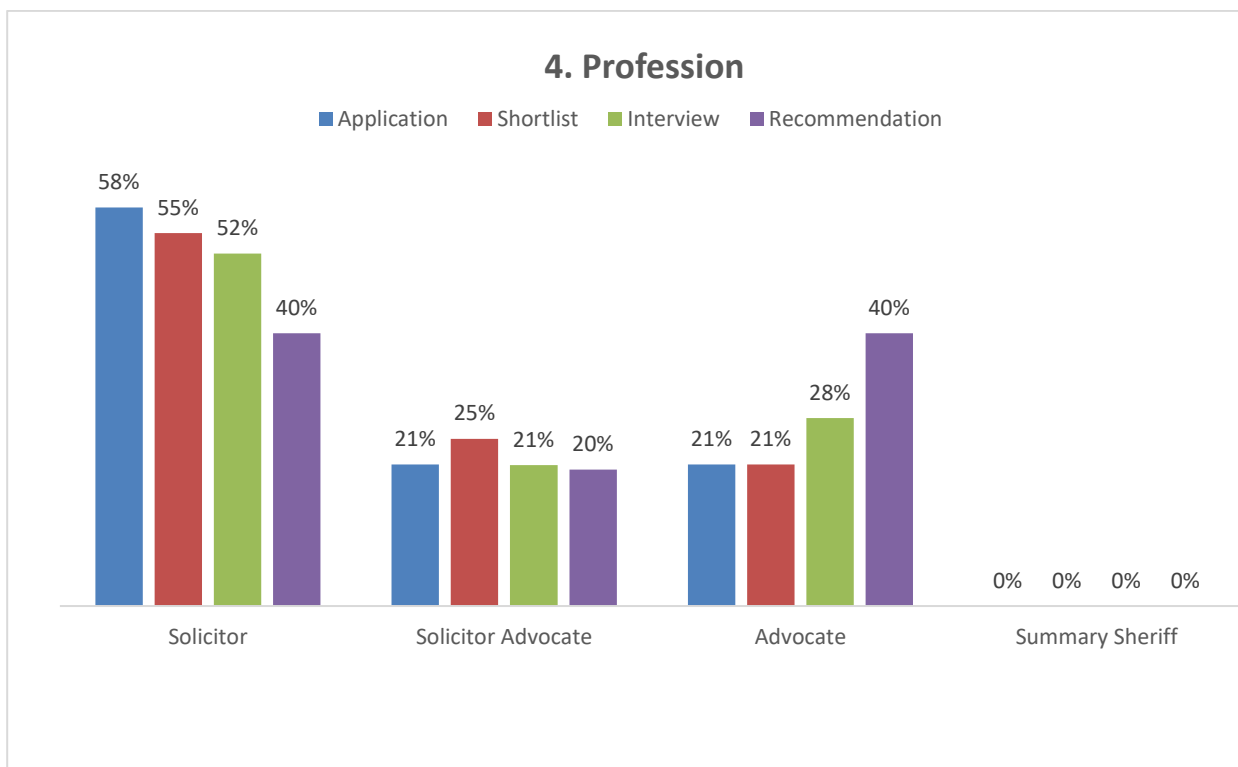
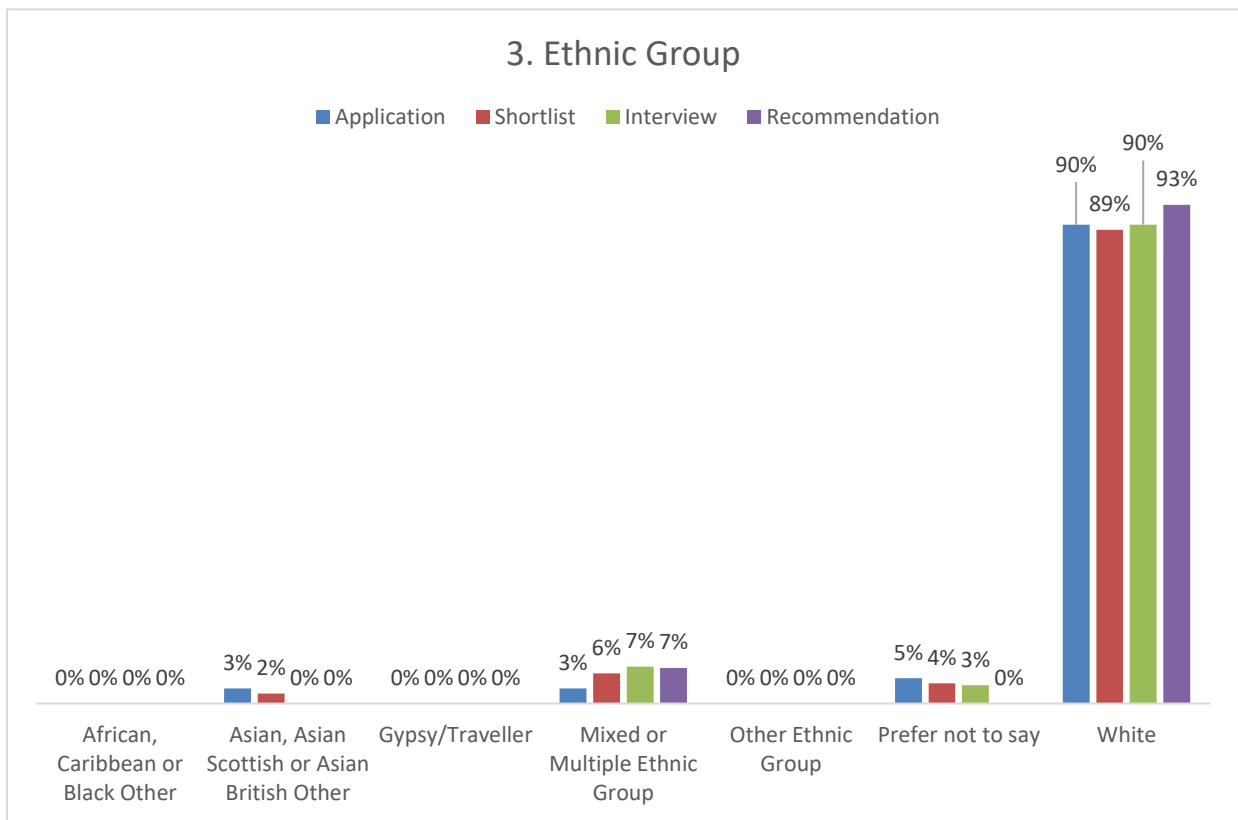
4. Profession



5. Diversity Information for The Office of Summary Sheriff (part time)

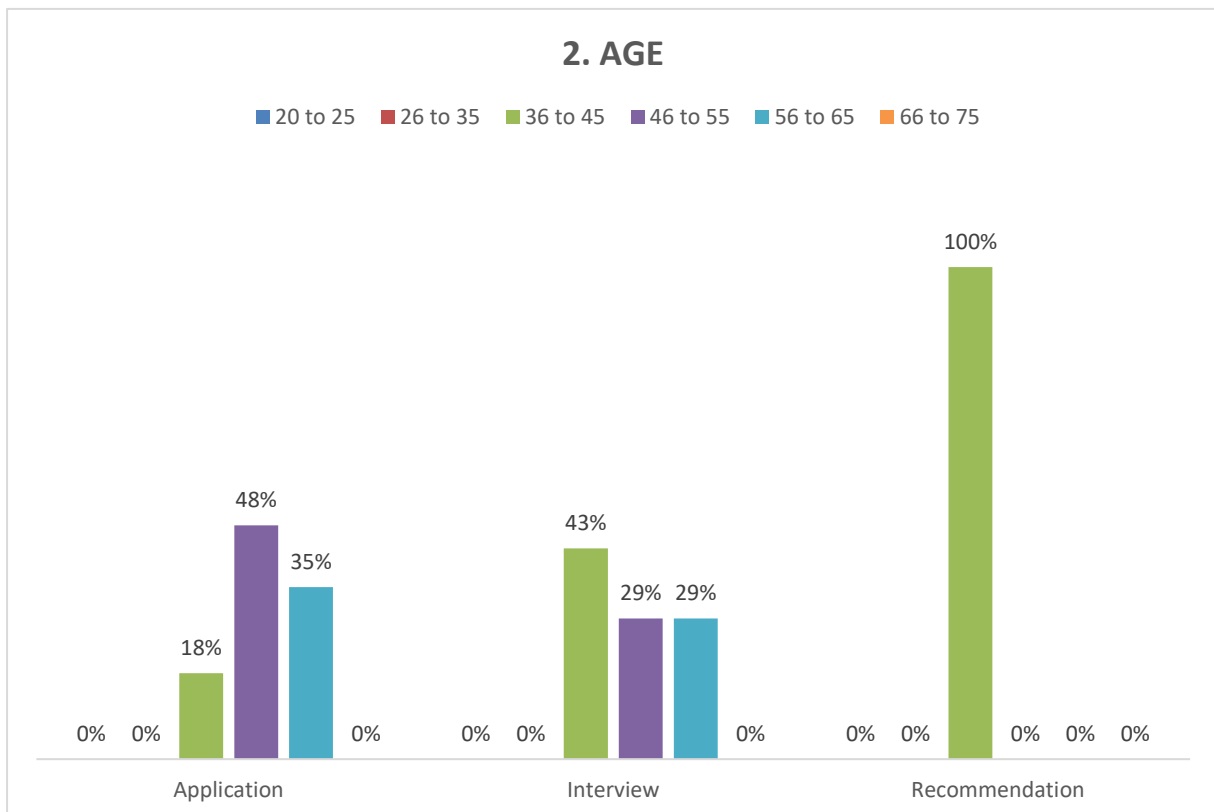
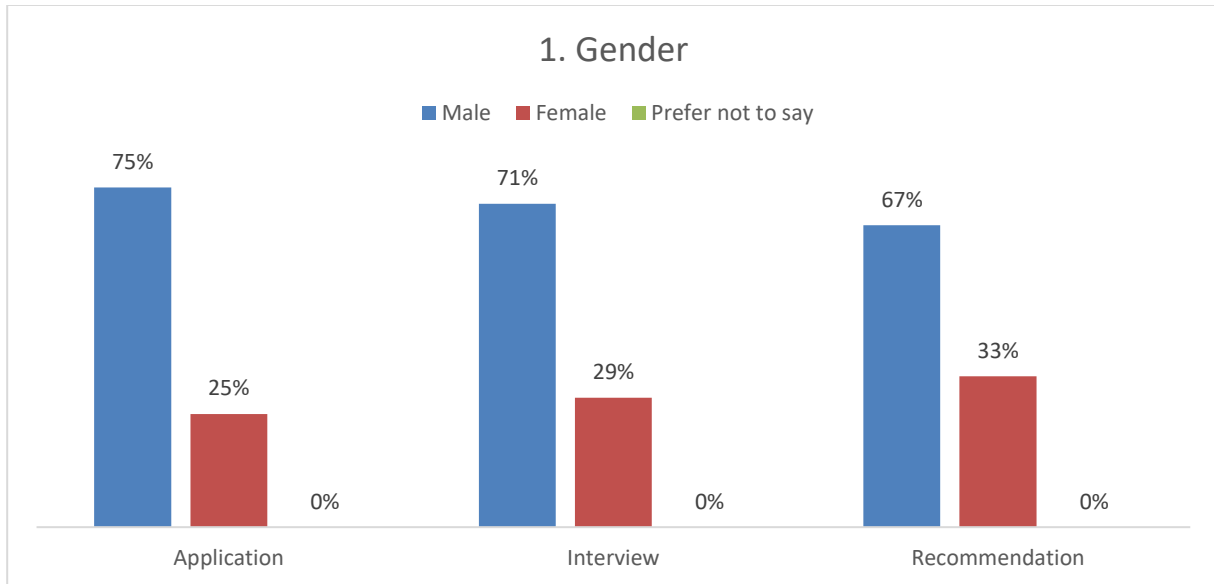
The following tables provide statistical information relating to the diversity of the application pool and those who were recommended for appointment.



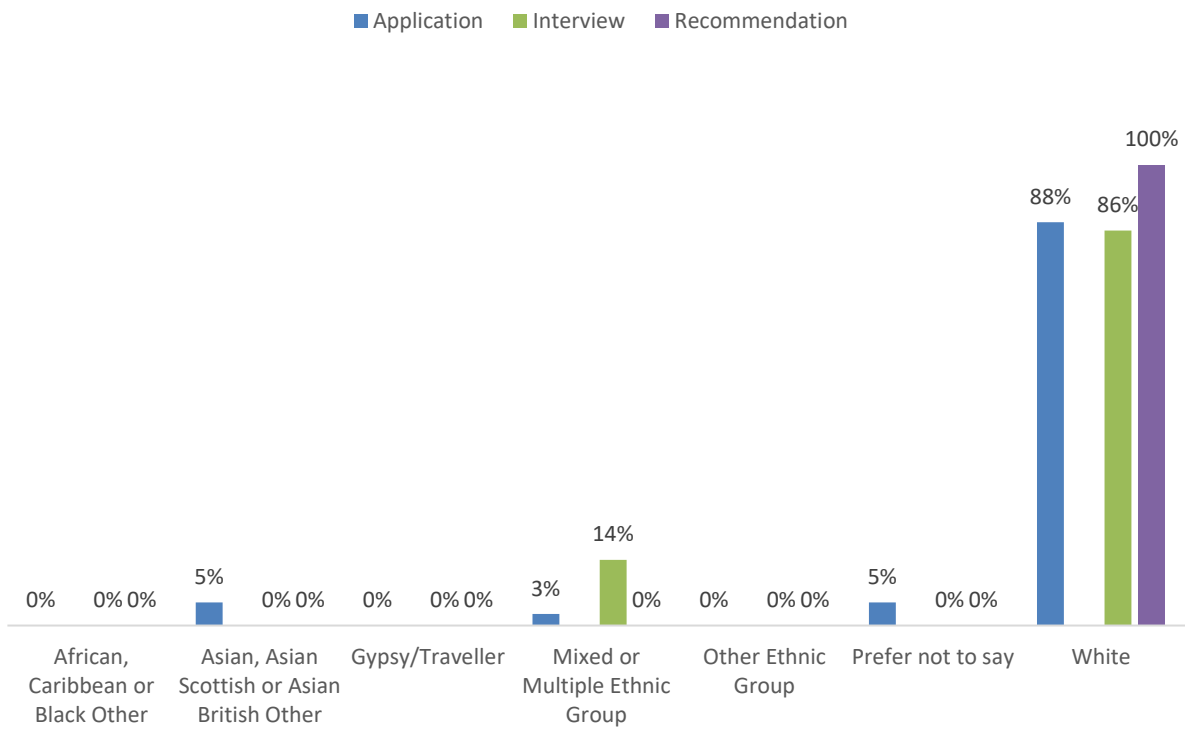


6. Diversity Information for The Office of Sheriff Dumfries and Dunoon

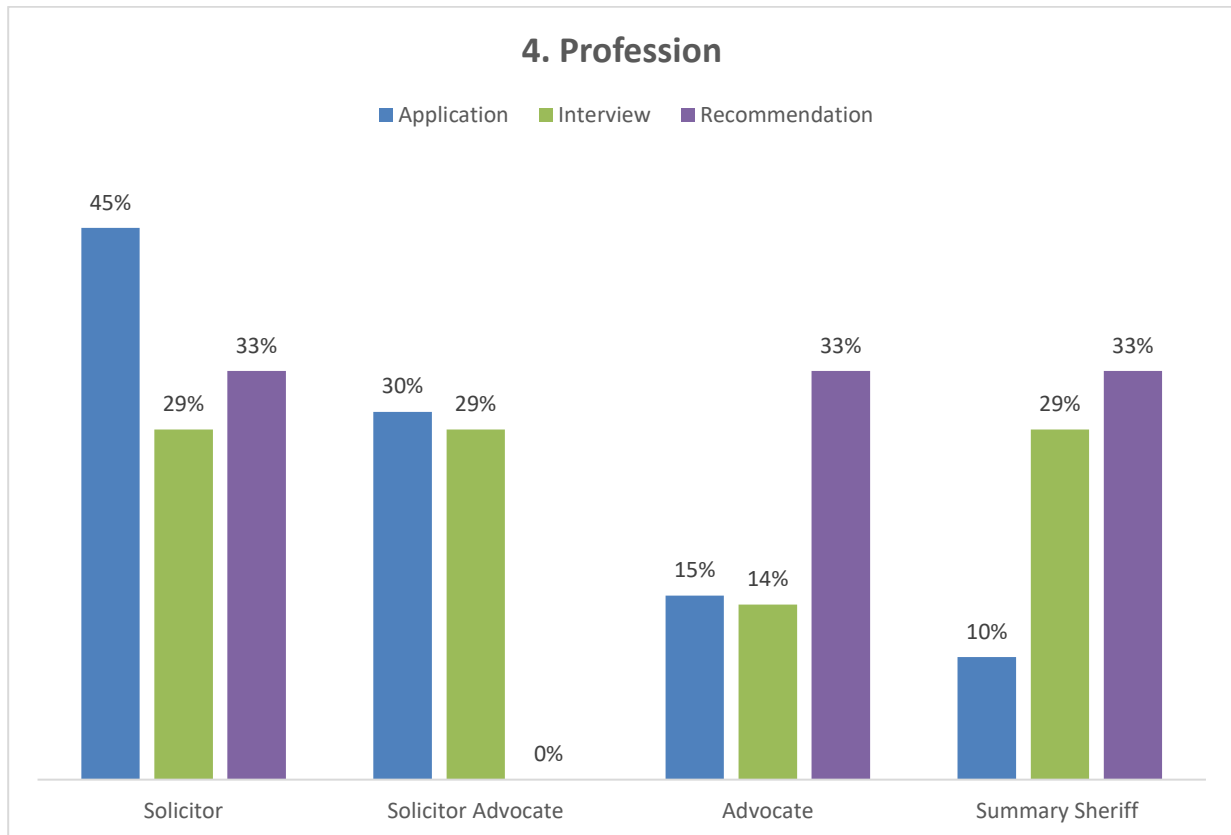
The following tables provide statistical information relating to the diversity of the application pool and those who were recommended for appointment.



3. Ethnic Group



4. Profession



Gender analysis of statistical information – 2018-19 to 2021-22

As JABS is receiving a rising number of recommendation requests for various court and tribunal roles, we see merit in undertaking a more detailed analysis of the statistical information from these rounds. For the first time we have undertaken a limited comparison exercise across the last four years in relation to gender diversity (for competitions run over more than one year and with five or more applicants). We would tend to look other diversity characteristics in subsequent annual reports.

Office of Summary Sheriff:

Summary Sheriff	2018-2019				2019-2020				2020-2021				2021-2022			
Applications	173				96				58				91			
Gender	M	89	F	72	M	48	F	46	M	34	F	23	M	43	F	46
Appointments	7				7				5				14			
Gender	M	4	F	3	M	5	F	2	M	3	F	2	M	6	F	8

The percentage of applications from female candidates over the four year period were 45%, 49%, 40% and 52%. 2021-22 was the first time there were more female than male candidates for a Summary Sheriff round. In terms of success rates, female and male candidates had almost identical success rates in 2018-2019 and 2020-2021. In 2019-2020 male candidates had a success rate of 10% compared with 4% for female candidates. However, in 2021-2022 female candidates success rate was 17% compared with 14% for male candidates.

Office of Sheriff:

Sheriff	2018-2019				2019-2020				2020-2021				2021-2022			
Applications	-				45				89				154*			
Gender	M		F		M	31	F	12	M	52	F	29	M	106	F	47
Appointment	-				8				12				22			
Gender	M		F		M	5	F	3	M	10	F	2	M	16	F	6

Over the three years, female candidates represented 28%,36% and 31% respectively of the applications received and where candidates indicated their gender. Over the three year period the success rate for female candidates fluctuated a great deal between 25%, 7% and 16% respectively. When compared with male candidates, female candidates had a higher success rate in 2019-20 and 2021-22. In 2020-21 19% of male candidates were successful compared to 7% for females.

* To note there were two Sheriff competitions in 2021-2022 and this is the combined figure for both.

Office of Senator of the College of Justice:

Senator	2018-2019		2019-2020		2020-2021		2021-2022							
Applications	-		23		23		16							
Gender	M	F	M	15	F	6	M	16	F	4	M	13	F	3
Appointment	-		5		3		5							
Gender	M	F	M	4	F	1	M	2	F	1	M	4	F	1

Over the three year period, where candidates indicated their gender, the percentage of applications from female candidates has fallen from around 29% to just under 19%. However, the success rate for female candidates has increased from 17% to 33%. Care needs to be taken when looking at trends involving small numbers.

Perhaps the most striking thing about the statistics for the three roles above is the much lower proportion of female applicants for the roles of Sheriff and Senator when compared with the figures for Summary Sheriff. We will be looking at the reasons behind these and other trends in our diversity data as we develop our Diversity Strategy.