

# Continuous Improvement

## An Analysis Of Scotland's Judicial Appointments Process – Volume 2: Tabular Report

Report for the Judicial Appointments Board for Scotland

October 2009



## Document Control

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# 1 Respondent Demographics

**Table 1.1 Age of Respondents**

Age	Number	Percentage (%)
25 and under	145	6
26-35	557	24
36-45	586	26
46-55	637	28
56-65	328	14
66-72	32	1
72 and older	22	1
<b>Total</b>	<b>2,307</b>	<b>100</b>

**Table 1.2 National Identity of Respondents**

National Identity	Number	Percentage (%)
Scottish	1691	73
British	509	22
English	35	2
Welsh	5	<1
Irish	18	1
Other	46	2
<b>Total</b>	<b>2,304</b>	<b>100</b>

**Table 1.3 Ethnicity of Respondents**

Ethnicity	Number	Percentage (%)
White British	2175	95
Other White Background	77	3
Indian	7	<1
Pakistani	14	1
Chinese	2	<1
Mixed	14	1
Other Ethnic Background	7	<1
<b>Total</b>	<b>2296</b>	<b>100</b>

**Table 1.4 Gender of Respondents**

Gender	Number	Percentage (%)
Male	1303	57
Female	996	43
<b>Total</b>	<b>2299</b>	<b>100</b>

**Table 1.5 Sexual Orientation of Respondents**

<b>Sexual Orientation</b>	<b>Number</b>	<b>Percentage (%)</b>
Heterosexual / Straight	2186	96
Homosexual Man	52	2
Lesbian	6	<1
Bi-sexual Man	9	<1
Bi-sexual Woman	11	<1
Other	2	<1
<b>Total</b>	<b>2266</b>	<b>100</b>

**Table 1.6 Religion/Faith/Belief**

<b>Religion / Faith/ Belief</b>	<b>Number</b>	<b>Percentage (%)</b>
Church of Scotland	777	34
Roman Catholic	332	15
Other Christian	179	8
Buddhist	7	<1
Hindu	3	<1
Muslim	11	1
Jewish	10	<1
Sikh	4	<1
Other	32	1
None	920	40
<b>Total</b>	<b>1355</b>	<b>100</b>

**Table 1.7 Disability**

<b>Disability</b>	<b>Number</b>	<b>Percentage (%)</b>
Yes	66	3
No	2231	97
<b>Total</b>	<b>2297</b>	<b>100</b>

**Table 1.8 Disability Types**

<b>Disability Type</b>	<b>Number</b>	<b>Percentage (%)</b>
Visual Impairment	8	14
Communication Impairment	9	15
Mobility	12	20
Mental Health	5	9
Learning Impairment	5	9
Other	20	33
<b>Total</b>	<b>59</b>	<b>100</b>

**Table 1.9 Marital/Civil Partnership Status**

Status	Number	Percentage (%)
Never been married or in a civil partnership	599	26
Married and living with a spouse <i>or</i> in a civil partnership and living with a civil partner	1537	67
Separated from most recent spouse/civil partner	62	3
Most recent marriage/civil partnership dissolved	73	3
Most recent spouse/civil partner deceased	9	1
<b>Total</b>	<b>2280</b>	<b>100</b>

**Table 1.10 Significant Caring Responsibilities**

Significant Caring Responsibility	Number	Percentage (%)
For Children	610	84
For People Other Than Children	169	23
<b>Total</b>	<b>779</b>	<b>107*</b>

\* Total does not equal 100% due to multiple responses.

**Table 1.11 Children's Age Groups**

Child's Age Group	Number	Percentage (%)
Under 5 Years	331	30
5-11 Years	426	39
12-16 Years	379	34
17 Years And Over	426	39
<b>Total</b>	<b>1106</b>	<b>142*</b>

\* Total does not equal 100% due to multiple responses.

**Table 1.12 Parents' Occupations**

	Father		Mother	
	N	%	N	%
Unemployed	18	<1	111	5
Unskilled	111	5	279	12
Skilled	312	14	326	14
Self-employed	281	12	121	5
Professional	796	35	641	28
Managerial	360	16	102	4
Executive	103	5	30	1
Legal	122	5	18	1
Full-time Parent / Carer	-	-	563	25
Deceased	153	7	68	3
Not Known	16	<1	6	<1
<b>Total</b>	<b>2272</b>	<b>100</b>	<b>2265</b>	<b>100</b>

## 2 Professional Background

**Table 2.1 Current Working Status**

	Number	Percentage (%)
Full-time judicial office holder	89	4
Part-time judicial office holder	73	3
An Advocate	145	6
A Solicitor-Advocate	62	3
A Solicitor	1906	82
None of these	43	2
<b>Total</b>	<b>2318</b>	<b>100</b>

**Table 2.2 Current Working Status by Gender**

	Male (%)	Female (%)
Full-time judicial office holder	6	2
Part-time judicial office holder	4	2
An Advocate	8	3
A Solicitor-Advocate	3	2
A Solicitor	77	89
None of these	2	2
<b>Total (n)</b>	<b>1302</b>	<b>996</b>

**Table 2.3 Current Working Status by Age**

	25 and Under (%)	26-35 (%)	36-45 (%)	46-55 (%)	56-65 (%)	66 and Older (%)
Full-time judicial office holder	0	0	1	6	14	7
Part-time judicial office holder	0	<1	1	5	7	17
An Advocate	0	3	9	7	6	13
A Solicitor-Advocate	0	2	4	3	2	0
A Solicitor	94	93	83	77	70	61
None of these	6	1	2	2	1	2
<b>Total (n)</b>	<b>145</b>	<b>557</b>	<b>586</b>	<b>636</b>	<b>328</b>	<b>54</b>

**Table 2.4 Current Working Status by Ethnicity**

	White British (%)	Any Other White Background (%)	Other Ethnic Background (%)
Full-time judicial office holder	4	8	2
Part-time judicial office holder	3	7	2
An Advocate	6	5	2
A Solicitor-Advocate	3	4	2
A Solicitor	82	74	89
None of these	2	3	2
<b>Total (n)</b>	<b>2,175</b>	<b>76</b>	<b>44</b>

**Table 2.5 Current Working Status by Parental Occupation – Father**

	Percentage (%)							
	Unemployed	Unskilled	Skilled	Self-Employed	Professional	Managerial	Executive	Legal
Full-time judicial office holder	0	5	4	2	4	3	6	3
Part-time judicial office holder	0	4	5	3	3	3	2	3
An Advocate	11	5	3	7	7	6	7	12
Solicitor-Advocate	0	5	4	2	3	3	1	2
A Solicitor	89	77	84	84	83	83	79	80
None of these	0	4	1	2	2	1	5	0
<b>Total (n)</b>	<b>18</b>	<b>111</b>	<b>311</b>	<b>281</b>	<b>796</b>	<b>360</b>	<b>103</b>	<b>122</b>

**Table 2.6 Current Working Status by Parental Occupation – Mother**

	Percentage (%)								
	Unemployed	Unskilled	Skilled	Self-Employed	Professional	Managerial	Executive	Legal	Full-time parent/carer
Full-time judicial office holder	3	4	2	2	3	2	7	0	7
Part-time judicial office holder	5	3	2	3	1	5	3	0	5
An Advocate	9	5	5	7	7	5	7	0	7
Solicitor-Advocate	2	3	2	0	3	2	3	0	4
A Solicitor	78	84	88	85	84	83	73	100	77
None of these	3	3	2	2	2	3	7	0	1
<b>Total (n)</b>	<b>111</b>	<b>278</b>	<b>326</b>	<b>121</b>	<b>641</b>	<b>102</b>	<b>30</b>	<b>18</b>	<b>563</b>

**Table 2.7 Current Working Status by Eligibility**

	Eligible (%)	Ineligible (%)
Full-time judicial office holder	6	1
Part-time judicial office holder	5	1
An Advocate	7	5
A Solicitor-Advocate	4	2
A Solicitor	76	90
None of these	1	2
<b>Total (n)</b>	<b>1,303</b>	<b>999</b>

**Table 2.8 Qualified as a Solicitor**

	Number	Percentage (%)
Qualified as a Solicitor	2033	88
Not Qualified as a Solicitor	275	12
<b>Total</b>	<b>2308</b>	<b>100</b>

**Table 2.9 Age Qualified as a Solicitor**

	Number	Percentage (%)
Under 25	1225	61
25 to 30	552	27
31 to 35	88	4
36 to 40	56	3
41 to 45	40	2
46 to 50	24	1
51 to 55	23	1
56 to retiral	18	1
<b>Total</b>	<b>2026</b>	<b>100</b>

**Table 2.10 Post-Qualification Experience**

	Number	Percentage (%)
1 to 5	432	22
6 to 10	269	13
11 to 15	248	12
16 to 20	262	13
21 and above	808	40
<b>Total</b>	<b>2019</b>	<b>100</b>

**Table 2.11 Acquired Rights of Audience in the Higher Courts**

	Yes (%)	No (%)	N
Court of Session, House of Lords and Privy Council	3	97	<b>1985</b>
High Court of Justiciary and Privy Council	2	98	<b>1936</b>
Other Jurisdictions	1	99	<b>1924</b>

**Table 2.12 Age called to the Scottish Bar**

	Number	Percentage (%)
Under 25	13	6
25 to 30	87	41
31 to 35	60	28
36 to 40	23	11
41 to 45	20	9
46 to 50	6	3
51 to 55	2	1
56 to retiral	1	1
<b>Total</b>	<b>212</b>	<b>100</b>

**Table 2.13 Years Practiced at the Scottish Bar**

	Number	Percentage (%)
1 to 5	45	21
6 to 10	43	20
11 to 15	41	20
16 to 20	32	15
21 and above	50	24
<b>Total</b>	<b>211</b>	<b>100</b>

**Table 2.14 Age at which took Silk**

	Number	Percentage (%)
Under 31	-	-
31 to 35	1	1
36 to 40	31	36
41 to 45	30	35
46 to 50	15	18
51 to 55	4	5
56 to retiral	4	5
<b>Total</b>	<b>85</b>	<b>100</b>

**Table 2.15 Offices Held Currently or Previously**

	Number	Percentage of Cases (%)
Senator of the College of Justice	29	11
Sheriff Principal	10	4
Sheriff (Resident or Floating)	63	23
Part-time Sheriff (or a temporary Sheriff pre-1999)	87	32
Honorary Sheriff	29	11
Tribunal Chair/Judge	125	46
Tribunal Member	43	16
Re-employed Retired Judge	4	1
Temporary Judge	11	4
Temporary Sheriff Principal	7	3
<b>Total Number of Cases</b>	<b>273</b>	<b>151*</b>

\* Total does not equal 100% due to multiple responses.

**Table 2.16 Main Occupation**

	Number	Percentage (%)
Judicial Office	120	5
Advocate	133	6
Advocate Depute	24	1
Solicitor or Solicitor Advocate in Private Practice	1058	47
Solicitor or Solicitor Advocate in Public Sector	253	11
Solicitor or Solicitor Advocate in Charitable Organisation	50	2
Solicitor or Solicitor Advocate in Commercial Organisation	490	22
Solicitor or Solicitor Advocate in Higher and Further Education	9	<1
Solicitor or Solicitor Advocate in Crown Office and Procurator Fiscal Service	71	3
Full-time parent or carer	9	<1
Other	39	2
<b>Total</b>	<b>2256</b>	<b>100</b>

**Table 2.17 Changes to Status**

	Number	Percentage of Cases (%)
Solicitor to Solicitor Advocate	85	9
Solicitor to Advocate	148	16
Solicitor Advocate to Advocate	2	<1
Advocate to Advocate Depute	43	5
Advocate to Queen's Counsel	79	8
Solicitor Advocate to Queen's Counsel	4	<1
Solicitor Advocate to Advocate Depute	2	<1
Advocate to Solicitor Advocate	1	<1
Advocate to Solicitor	6	1
Other employment/profession to Solicitor	273	29
Other employment/profession to Advocate	24	3
Solicitor in private practice to employed/in-house Solicitor	405	43
Employed/in-house Solicitor to Solicitor in private practice	188	20
<b>Total Number of Cases</b>	<b>940</b>	<b>134*</b>

\* Total does not equal 100% due to multiple responses.

**Table 2.18 Taken a Break from Full-time Working**

	Number	Percentage of Cases (%)
Part-time working	267	39
Maternity (including a paid or unpaid break for that purpose)	383	56
Paternity (including a paid or unpaid break for that purpose)	53	8
Other career break	228	33
<b>Total Number of Cases</b>	<b>686</b>	<b>136*</b>

\* Total does not equal 100% due to multiple responses.

**Table 2.19 Taken a Break from Full-time Working by Gender**

	Male (%)*	Female (%)*
Part-time working	21	47
Maternity (including a paid or unpaid break for that purpose)	-	81
Paternity (including a paid or unpaid break for that purpose)	25	-
Other career break	59	22
<b>Total Number of Cases (n)</b>	<b>210</b>	<b>471</b>

\* Total does not equal 100% due to multiple responses.

**Table 2.20 Typical Working Week**

	Number	Percentage (%)
Less than 10	37	2
11 to 20	72	3
21 to 30	128	6
31 to 40	583	25
41 to 50	974	42
51 to 60	362	16
61 or more	136	6
<b>Total</b>	<b>2292</b>	<b>100</b>

**Table 2.21 Main Areas of Work**

	Number	Percentage of Cases (%)
Criminal law	426	19
Employment law	313	14
Child, Family, Matrimonial law	462	20
Commercial law	999	43
Corporate law	411	18
Personal injury	450	20
Administrative/Public law	404	18
Private Client	655	28
In-House Legal Advisor	326	14
Agricultural Law	28	1
Other	83	4
<b>Total Number of Cases</b>	<b>2303</b>	<b>199*</b>

\* Total does not equal 100% due to multiple responses.

**Table 2.22 Main Areas of Work by Current Working Status and Gender**

		Percentage (%)*											
		Criminal Law	Employment Law	Child, Family and Matrimonial Law	Commercial Law	Corporate Law	Personal Injury	Administrative/ Public Law	Private Client	In-House Legal Advisor	Agriculture	Other	N
Full-time judicial office holder	Male	65	18	54	53	21	57	38	25	4	1	6	<b>72</b>
	Female	71	21	36	29	7	57	50	0	7	0	0	<b>14</b>
Part-time judicial office holder	Male	42	26	36	46	16	28	18	32	4	0	4	<b>50</b>
	Female	26	13	43	13	0	17	35	17	9	0	17	<b>23</b>
An Advocate	Male	30	18	13	56	17	47	40	14	4	1	5	<b>107</b>
	Female	33	9	30	39	9	55	30	21	3	3	3	<b>33</b>
A Solicitor-Advocate	Male	48	18	11	45	25	36	20	16	0	0	2	<b>44</b>
	Female	24	18	12	53	24	24	41	0	0	0	0	<b>17</b>
A Solicitor	Male	16	13	17	47	20	16	14	35	15	2	4	<b>997</b>
	Female	12	12	20	39	15	15	15	25	17	1	2	<b>886</b>
Total	Male	22	14	19	47	20	22	18	32	12	2	4	<b>1293</b>
	Femal	14	12	21	38	15	17	17	24	16	1	3	<b>991</b>

\* Totals do not equal 100% due to multiple responses.

**Table 2.23 Area where Most Time Spent**

	Number	Percentage (%)
Criminal law	254	12
Employment law	86	4
Child, Family, Matrimonial law	207	9
Commercial law	515	23
Corporate law	143	7
Personal injury	167	7
Administrative/Public law	141	6
Private Client	418	19
In-House Legal Advisor	199	9
Agricultural Law	16	1
Other	61	3
<b>Total Number of Cases</b>	<b>2207</b>	<b>100</b>

**Table 2.24 Area most time spent by Current Working Status and Gender**

		Percentage (%)											
		Criminal Law	Employment Law	Child, Family and Matrimonial Law	Commercial Law	Corporate Law	Personal Injury	Administrative/Public Law	Private Client	In-House Legal Advisor	Agriculture	Other	N
Full-time judicial office holder	Male	36	0	10	22	1	13	9	6	0	0	3	<b>69</b>
	Female	21	7	21	0	0	21	29	0	0	0	0	<b>14</b>
Part-time judicial office holder	Male	28		15	11	0	9	4	20	2	0	4	<b>46</b>
	Female	9	0	32	0	0	5	27	5	5	0	18	<b>22</b>
An Advocate	Male	21	5	4	22	2		11	4	3	1	2	<b>102</b>
	Female	26	0	13	13	0	32	13	0	0	3	0	<b>31</b>
A Solicitor-Advocate	Male	37	0	0	30	5	19	5	5	0	0	0	<b>43</b>
	Female	24	6	0	35	0	24	12	0	0	0	0	<b>17</b>
A Solicitor	Male	10	4	6	25	8	4	5	25	8	1	3	<b>955</b>
	Female	7	5	13	24	7	7	6	18	12	0	2	<b>851</b>
None of these	Male	0	0	5	10	5	0	15	15	20	0	30	<b>20</b>
	Female	17	6	6	17	22	0	6	11	11	0	6	<b>18</b>
Total	Male	14	3	7	24	7	7	6	24	7	1	3	<b>1236</b>
	Female	8	5	13	23	6	8	7	16	11	<1	3	<b>953</b>

**Table 2.25 Geographical Areas of Work**

	Number	Percentage of Cases (%)
Glasgow and Strathkelvin	619	28
Grampian, Highland and Islands	382	18
Lothian and Borders	1015	46
North Strathclyde	236	11
South Strathclyde, Dumfries and Galloway	256	12
Tayside, Central and Fife	369	17
<b>Total Number of Cases</b>	<b>2187</b>	<b>132*</b>

\*Note: Total does not equal 100% due to multiple responses.

**Table 2.26 Geographical Areas of Work**

	Percentage (%)				
	Full-time judicial office holder	Part-time judicial office holder	Advocate	Solicitor- Advocate	Solicitor
Glasgow and Strathkelvin	28	39	45	45	26
Grampian, Highland and Islands	10	24	26	12	17
Lothian and Borders	60	44	90	68	42
North Strathclyde	15	21	15	13	10
South Strathclyde, Dumfries and Galloway	16	22	14	17	11
Tayside, Central and Fife	12	28	20	17	16
<b>Total Number of Cases (n)</b>	<b>89</b>	<b>72</b>	<b>137</b>	<b>60</b>	<b>1793</b>

\*Note: Total does not equal 100% due to multiple responses.

## 3 Profile of Applicants

### 3.1 Profile of Applicants

**Table 3.1 Offered Judicial Office, or Placed on the Slate as a Result of Application to the JAB**

	Number	Percent (%)
Successful Applicant	75	35
Unsuccessful Applicant	139	65
<b>Total</b>	<b>214</b>	<b>100</b>

**Table 3.2 Successful and Unsuccessful Applicants by Age**

	Successful (%)	Unsuccessful (%)
25 or under	-	-
26 - 35	-	-
36 - 45	9	27
46 - 55	68	45
56 - 65	23	28
66 - 72	-	-
72 and older	-	-
<b>Total (n)</b>	<b>75*</b>	<b>138</b>

\* Note: small sample size.

**Table 3.3 Successful and Unsuccessful Applicants by Current Professional Status**

	Successful (%)	Unsuccessful (%)
Full-time Judicial Office Holder	48	8
Part-time Judicial Office Holder	35	9
Advocate	8	12
Solicitor Advocate	1	5
Solicitor	8	65
None of these	-	2
<b>Total (n)</b>	<b>75*</b>	<b>139</b>

\* Note: small sample size.

**Table 3.4 Successful and Unsuccessful Applicants by Solicitor Training**

	Successful (%)	Unsuccessful (%)
Qualified as a solicitor	73	93
Not-Qualified as a solicitor	27	7
<b>Total (n)</b>	<b>73*</b>	<b>137</b>

\* Note: small sample size.

**Table 3.5 Successful and Unsuccessful Applicants by Scottish Bar**

	Successful (%)	Unsuccessful (%)
Called to Scottish Bar	42	17
Not Called by Scottish Bar	58	83
<b>Total (n)</b>	<b>74*</b>	<b>138</b>

\* Note: small sample size.

**Table 3.6 Successful and Unsuccessful Applicants by Queen's Counsel**

	Successful (%)	Unsuccessful (%)
Queen's Counsel	23	7
Not a Queen's Counsel	77	93
<b>Total (n)</b>	<b>73*</b>	<b>135</b>

\* Note: small sample size.

### 3.2 Judicial Office Held

**Table 3.7 Office(s) Offered**

	Number	Percentage of Cases (%)
Part-time Sheriff	52	68
Sheriff	27	35
Sheriff Principal	2	3
Senator of the College of Justice	11	14
<b>Total Number of Cases</b>	<b>77</b>	<b>120*</b>

\* Total does not equal 100% due to multiple responses.

**Table 3.8 Years Holding Judicial Office**

	Number	Percent (%)
0 to 4 years	53	68
5 to 9 years	18	23
10 to 14 years	4	5
15 to 20 years	3	4
<b>Total</b>	<b>78</b>	<b>100</b>

**Table 3.9 Holding Judicial Office in the Future**

	Number	Percent (%)
Yes	33	41
No	17	21
Undecided	26	32
Not Applicable	5	6
<b>Total</b>	<b>81</b>	<b>100</b>

## 4 Attitudes to Judicial Office – Total Sample

**Table 4.1 Effects of Judicial Office and the Appointment Process**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
The intellectual and personal qualities needed to perform the duties of judicial office	74	9	17	549
The type of work available on judicial appointment	66	19	15	551
The change of career focus involved in becoming a judge	60	14	26	547
The move from being paid for specific items of work to being salaried	31	6	63	548
Increase in earnings	45	1	54	539
Reduction in earnings	1	42	57	514
Judicial pension arrangements	72	<1	28	555
Judicial status/prestige	47	2	51	553
The tenure and security of judicial office	62	1	37	549
Use of a slate in shrieval appointments	6	19	75	510
Level of compatibility with child rearing responsibilities	13	13	74	546
Level of compatibility with carer responsibilities	11	9	80	538
The public service element of judicial office	70	2	28	552
The degree of public exposure that the role entails	10	29	61	554
The geographical location of the post	22	31	47	546
The need to work in different geographical locations, sometimes at short notice	7	45	48	552
The requirement to fill in an application form	5	19	76	556
The interview process	7	21	72	555
The competitiveness of the process	7	23	70	551
My level of confidence that the process results in the appointment of the most suitable people	18	42	40	552
General levels of confidence within the profession that the process results in the appointment of the most suitable people	18	41	41	549
The requirement to identify suitable referees	11	18	71	555
The requirement to submit to criminal records checks	9	1	90	552
The requirement to submit to questions about my health	6	7	87	553
My level of confidence in the confidentiality of the process	19	21	60	552
Change from self employed status to salaried status	18	7	75	551
If there were changes to the eligibility criteria	25	5	70	534
If there were flexible working options	51	1	48	553
If there were career breaks	40	2	58	551
If there was more practical information about the nature of the work of a judge	47	<1	53	100

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
If there were changes to the appointments process	44	1	55	537
If more had been done to raise awareness about judicial office earlier in my career	47	<1	53	553
If there were mentoring schemes	64	1	35	554
If there were work shadowing schemes	61	2	37	553
Better guidance/training on the appointment process	65	1	34	552
Better guidance/training on the competence requirements	64	1	35	552
Practical information about the lifestyle demands of the role	50	1	49	552
Opportunity to experience a wider range of work	66	2	32	551
More judicial skills training	73	2	25	552
Additional pressures of the judicial office	6	23	71	554
Isolated nature of the role	3	32	65	551
Disruption to family or private life	2	40	58	549
The emphasis on specific skills, rather than on specific experience, in the criteria for judicial appointment (ie transferable skills developed in a specialised role(s))	43	12	45	544

**Table 4.2 Office Thought About by Professional Group and Gender**

		Senator (%)	Sheriff (%)	Not Specified (%)	Total (n)
Full-Time Judicial Office Holder	Male	36	50	14	72
	Female	29	71	-	14
	Total	35	53	12	86
Part-Time Judicial Office Holder	Male	8	74	18	50
	Female	9	65	26	23
	Total	8	71	21	73
Advocate	Male	37	33	30	109
	Female	30	52	18	33
	Total	35	37	28	142
Solicitor-Advocate	Male	16	59	25	44
	Female	18	59	23	17
	Total	16	59	25	61
Solicitor	Male	6	51	43	1004
	Female	4	55	41	889
	Total	5	53	42	1893
None of these	Male	-	48	52	23
	Female	-	45	55	20
	Total	-	46	54	43

**Table 4.3 Work Related Factors – Does Affect the Outcome**

		Major Positive Influence (%)	Minor Positive Influence (%)	No Influence (%)	Minor Negative Influence (%)	Major Negative Influence (%)	Don't Know (%)	N
Being a solicitor	Senator	5	14	18	15	38	10	186
	Sheriff	32	26	17	13	4	9	1162
	Not Specified	32	27	13	10	6	12	804
	<b>Total</b>	<b>30</b>	<b>25</b>	<b>16</b>	<b>12</b>	<b>8</b>	<b>10</b>	<b>2152</b>
Being a solicitor advocate	Senator	8	32	14	19	15	11	185
	Sheriff	37	39	11	2	0	10	1146
	Not Specified	35	38	10	3	1	12	797
	<b>Total</b>	<b>34</b>	<b>38</b>	<b>11</b>	<b>4</b>	<b>2</b>	<b>11</b>	<b>2128</b>
Being an advocate	Senator	48	28	9	5	3	7	186
	Sheriff	63	23	5	1	1	7	1157
	Not Specified	64	22	3	0	0	10	810
	<b>Total</b>	<b>62</b>	<b>23</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>8</b>	<b>2153</b>
Being Queen's Counsel	Senator	89	5	0	0	0	5	189
	Sheriff	70	16	4	1	0	8	1142
	Not Specified	76	11	3	1	1	10	813
	<b>Total</b>	<b>74</b>	<b>13</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>2144</b>
Experience as a part-time or temporary judicial office holder	Senator	46	41	4	-	0	8	188
	Sheriff	63	25	3	-	0	8	1159
	Not Specified	58	27	3	-	0	11	808
	<b>Total</b>	<b>60</b>	<b>27</b>	<b>3</b>	<b>-</b>	<b>0</b>	<b>9</b>	<b>2155</b>
Having worked as an Advocate Depute	Senator	49	38	5	0	0	7	190
	Sheriff	42	36	9	0	0	12	1142
	Not Specified	47	30	8	0	0	14	792
	<b>Total</b>	<b>45</b>	<b>34</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>2124</b>
Working mainly in criminal law	Senator	5	24	32	14	12	13	192
	Sheriff	20	33	25	7	2	13	1157
	Not Specified	15	34	26	5	1	19	803
	<b>Total</b>	<b>17</b>	<b>32</b>	<b>26</b>	<b>7</b>	<b>2</b>	<b>15</b>	<b>2152</b>
Working mainly in civil litigation including family law	Senator	13	38	32	2	2	14	191
	Sheriff	14	39	27	6	1	14	1163
	Not Specified	9	37	27	5	1	20	802
	<b>Total</b>	<b>12</b>	<b>38</b>	<b>28</b>	<b>5</b>	<b>1</b>	<b>16</b>	<b>2156</b>
Working mainly in commercial litigation	Senator	21	32	30	2	0	14	191
	Sheriff	8	31	35	8	2	16	1151
	Not Specified	6	35	31	6	2	20	796
	<b>Total</b>	<b>9</b>	<b>33</b>	<b>33</b>	<b>7</b>	<b>2</b>	<b>17</b>	<b>2138</b>
Working part-time	Senator	2	1	18	20	40	17	190
	Sheriff	2	2	26	24	27	19	1146
	Not Specified	2	3	24	27	26	17	800
	<b>Total</b>	<b>2</b>	<b>2</b>	<b>24</b>	<b>25</b>	<b>28</b>	<b>18</b>	<b>2136</b>

4 Attitudes to Judicial Office – Total Sample

		Major Positive Influence (%)	Minor Positive Influence (%)	No Influence (%)	Minor Negative Influence (%)	Major Negative Influence (%)	Don't Know (%)	N
Being a partner	Senator	3	18	42	4	8	25	186
	Sheriff	16	30	37	2	1	15	1147
	Not Specified	10	30	38	3	1	18	803
	<b>Total</b>	<b>12</b>	<b>29</b>	<b>38</b>	<b>3</b>	<b>1</b>	<b>17</b>	<b>2136</b>
Having experience of litigating in the Court of Session	Senator	74	18	2	0	0	5	192
	Sheriff	28	41	15	1	0	12	1159
	Not Specified	37	40	8	0	0	12	808
	<b>Total</b>	<b>33</b>	<b>38</b>	<b>12</b>	<b>1</b>	<b>0</b>	<b>12</b>	<b>2159</b>
Having experience in litigating in the High Court of Justiciary	Senator	62	28	3	0	1	6	192
	Sheriff	33	40	14	0	0	13	1156
	Not Specified	39	40	8	0	0	12	804
	<b>Total</b>	<b>38</b>	<b>39</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>2152</b>
Having experience of appearing before the Judicial Committee of the House of Lords and/or Privy Counsel	Senator	48	36	6	0	0	9	192
	Sheriff	28	31	23	0	0	17	1148
	Not Specified	37	34	13	0	0	15	801
	<b>Total</b>	<b>33</b>	<b>33</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>16</b>	<b>2141</b>
Having Sheriff court experience	Senator	18	38	31	3	0	9	189
	Sheriff	52	28	11	1	1	8	1156
	Not Specified	37	38	12	1	0	11	808
	<b>Total</b>	<b>44</b>	<b>32</b>	<b>13</b>	<b>1</b>	<b>0</b>	<b>9</b>	<b>2153</b>
Having little experience in the courts covered by the particular office	Senator	3	2	5	9	72	9	190
	Sheriff	3	5	16	19	45	12	1145
	Not Specified	3	6	13	18	45	15	801
	<b>Total</b>	<b>3</b>	<b>5</b>	<b>14</b>	<b>18</b>	<b>47</b>	<b>13</b>	<b>2136</b>
Having no court experience	Senator	3	5	2	4	83	8	191
	Sheriff	4	1	8	9	65	11	1143
	Not Specified	4	2	5	10	66	13	795
	<b>Total</b>	<b>4</b>	<b>2</b>	<b>7</b>	<b>8</b>	<b>67</b>	<b>12</b>	<b>2129</b>
Having Tribunal experience (either as a Chair/Judge or Member)	Senator	6	59	17	4	2	12	190
	Sheriff	16	50	14	2	2	16	1151
	Not Specified	13	52	14	3	2	16	804
	<b>Total</b>	<b>14</b>	<b>51</b>	<b>14</b>	<b>3</b>	<b>2</b>	<b>16</b>	<b>2145</b>
Having transferable skills and potential	Senator	14	33	28	3	1	20	190
	Sheriff	23	28	28	2	2	17	1153
	Not Specified	18	28	31	2	1	20	801
	<b>Total</b>	<b>20</b>	<b>28</b>	<b>29</b>	<b>2</b>	<b>1</b>	<b>19</b>	<b>2144</b>

**Table 4.4 Work Related Factors – Should Affect the Outcome**

		Major Positive Influence (%)	Minor Positive Influence (%)	No Influence (%)	Minor Negative Influence (%)	Major Negative Influence (%)	Don't Know (%)	N
Being a solicitor	Senator	12	25	30	13	16	3	184
	Sheriff	47	26	24	1	0	1	1147
	Not Specified	45	31	19	1	0	3	788
	<b>Total</b>	<b>44</b>	<b>28</b>	<b>23</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2119</b>
Being a solicitor advocate	Senator	20	42	18	13	5	2	182
	Sheriff	38	36	24	0	0	1	1132
	Not Specified	42	38	17	0	0	2	785
	<b>Total</b>	<b>38</b>	<b>37</b>	<b>21</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>2099</b>
Being an advocate	Senator	38	31	38	4	3	0	183
	Sheriff	39	32	26	1	0	1	1129
	Not Specified	47	35	16	0	0	2	782
	<b>Total</b>	<b>42</b>	<b>34</b>	<b>21</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>2094</b>
Being Queen's Counsel	Senator	76	18	6	0	0	0	188
	Sheriff	41	32	23	1	0	2	1117
	Not Specified	53	30	14	0	0	3	783
	<b>Total</b>	<b>49</b>	<b>30</b>	<b>18</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>2088</b>
Experience as a part-time or temporary judicial office holder	Senator	48	43	9	0	-	0	187
	Sheriff	50	39	9	0	-	2	1138
	Not Specified	50	37	10	0	-	3	783
	<b>Total</b>	<b>50</b>	<b>39</b>	<b>9</b>	<b>0</b>	<b>-</b>	<b>2</b>	<b>2108</b>
Having worked as an Advocate Depute	Senator	32	50	17	0	0	0	186
	Sheriff	21	40	33	1	0	4	1116
	Not Specified	29	42	23	0	0	5	767
	<b>Total</b>	<b>25</b>	<b>28</b>	<b>41</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>2069</b>
Working mainly in criminal law	Senator	5	32	45	12	3	3	188
	Sheriff	12	33	47	5	2	2	1139
	Not Specified	9	32	48	3	1	6	778
	<b>Total</b>	<b>10</b>	<b>32</b>	<b>47</b>	<b>5</b>	<b>2</b>	<b>3</b>	<b>2105</b>
Working mainly in civil litigation including family law	Senator	14	39	42	3	0	3	187
	Sheriff	14	36	44	2	1	2	1140
	Not Specified	11	35	45	2	0	6	778
	<b>Total</b>	<b>13</b>	<b>36</b>	<b>44</b>	<b>2</b>	<b>0</b>	<b>4</b>	<b>2105</b>
Working mainly in commercial litigation	Senator	16	35	44	2	0	3	187
	Sheriff	8	33	50	4	1	3	1135
	Not Specified	8	34	49	2	1	6	775
	<b>Total</b>	<b>9</b>	<b>34</b>	<b>49</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>2097</b>
Working part-time	Senator	0	5	51	20	19	3	187
	Sheriff	1	2	72	13	8	3	1131
	Not Specified	1	4	65	15	8	5	775
	<b>Total</b>	<b>1</b>	<b>3</b>	<b>68</b>	<b>15</b>	<b>9</b>	<b>4</b>	<b>2093</b>

4 Attitudes to Judicial Office – Total Sample

		Major Positive Influence (%)	Minor Positive Influence (%)	No Influence (%)	Minor Negative Influence (%)	Major Negative Influence (%)	Don't Know (%)	N
Being a partner	Senator	1	19	66	2	5	7	181
	Sheriff	6	21	68	1	0	3	1132
	Not Specified	5	21	65	2	1	5	772
	<b>Total</b>	<b>5</b>	<b>21</b>	<b>67</b>	<b>1</b>	<b>1</b>	<b>4</b>	<b>2085</b>
Having experience of litigating in the Court of Session	Senator	75	21	3	0	0	0	191
	Sheriff	19	48	29	1	0	2	1144
	Not Specified	36	45	16	0	0	2	792
	<b>Total</b>	<b>30</b>	<b>45</b>	<b>22</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>2127</b>
Having experience in litigating in the High Court of Justiciary	Senator	63	33	4	0	0	0	191
	Sheriff	19	49	28	1	0	2	1138
	Not Specified	34	46	16	0	0	3	785
	<b>Total</b>	<b>28</b>	<b>46</b>	<b>22</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>2114</b>
Having experience of appearing before the Judicial Committee of the House of Lords and/or Privy Counsel	Senator	40	50	10	0	0	0	190
	Sheriff	15	39	41	1	0	4	1127
	Not Specified	30	42	23	1	0	5	783
	<b>Total</b>	<b>23</b>	<b>41</b>	<b>31</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>2100</b>
Having Sheriff court experience	Senator	20	58	21	0	0	1	189
	Sheriff	62	31	6	0	0	1	1142
	Not Specified	45	42	9	1	0	2	790
	<b>Total</b>	<b>52</b>	<b>37</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2121</b>
Having little experience in the courts covered by the particular office	Senator	3	4	10	15	68	1	189
	Sheriff	5	4	21	25	42	3	1132
	Not Specified	4	5	22	23	43	3	779
	<b>Total</b>	<b>4</b>	<b>5</b>	<b>20</b>	<b>23</b>	<b>45</b>	<b>3</b>	<b>2100</b>
Having no court experience	Senator	3	2	4	6	84	1	190
	Sheriff	4	2	10	15	67	2	1133
	Not Specified	5	2	10	16	65	3	783
	<b>Total</b>	<b>4</b>	<b>2</b>	<b>9</b>	<b>14</b>	<b>68</b>	<b>2</b>	<b>2106</b>
Having Tribunal experience (either as a Chair/Judge or Member)	Senator	10	69	17	1	2	1	191
	Sheriff	17	54	21	2	2	3	1142
	Not Specified	15	56	20	3	1	5	787
	<b>Total</b>	<b>16</b>	<b>56</b>	<b>20</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>2120</b>
Having transferable skills and potential	Senator	39	37	16	2	1	5	190
	Sheriff	53	33	8	1	1	5	1154
	Not Specified	44	36	13	1	1	5	792
	<b>Total</b>	<b>48</b>	<b>35</b>	<b>11</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>2136</b>

**Table 4.5 Biographical Factors – Does Affect the Outcome**

		Major Positive Influence (%)	Minor Positive Influence (%)	No Influence (%)	Minor Negative Influence (%)	Major Negative Influence (%)	Don't Know (%)	N
Being male	Senator	17	23	48	6	0	6	189
	Sheriff	23	23	38	6	1	8	1173
	Not Specified	23	22	38	4	1	11	839
	<b>Total</b>	<b>23</b>	<b>23</b>	<b>39</b>	<b>6</b>	<b>1</b>	<b>9</b>	<b>2201</b>
Being female	Senator	10	25	34	21	5	6	190
	Sheriff	9	16	37	25	5	8	1167
	Not Specified	8	16	37	25	5	119	834
	<b>Total</b>	<b>8</b>	<b>16</b>	<b>37</b>	<b>24</b>	<b>5</b>	<b>9</b>	<b>2191</b>
Being aged under 40	Senator	1	4	12	39	37	8	188
	Sheriff	2	7	18	42	20	11	1160
	Not Specified	2	6	18	38	22	13	816
	<b>Total</b>	<b>2</b>	<b>6</b>	<b>17</b>	<b>40</b>	<b>22</b>	<b>11</b>	<b>2164</b>
Being aged 41 to 50	Senator	10	30	34	15	0	10	191
	Sheriff	10	36	32	8	1	12	1158
	Not Specified	7	35	32	10	2	14	818
	<b>Total</b>	<b>9</b>	<b>35</b>	<b>32</b>	<b>10</b>	<b>1</b>	<b>13</b>	<b>2167</b>
Being aged 51 to 60	Senator	18	34	32	4	0	11	189
	Sheriff	14	32	30	9	2	12	1157
	Not Specified	13	35	28	6	2	14	820
	<b>Total</b>	<b>14</b>	<b>34</b>	<b>30</b>	<b>7</b>	<b>2</b>	<b>13</b>	<b>2166</b>
Being aged over 60	Senator	3	16	20	35	14	12	188
	Sheriff	6	13	22	28	17	13	1147
	Not Specified	7	16	23	24	14	16	815
	<b>Total</b>	<b>6</b>	<b>15</b>	<b>22</b>	<b>27</b>	<b>16</b>	<b>14</b>	<b>2150</b>
Having a visual impairment (not corrected by spectacles or contact lenses)	Senator	0	0	32	23	12	34	189
	Sheriff	1	1	37	20	13	28	1166
	Not Specified	1	1	38	19	13	28	828
	<b>Total</b>	<b>1</b>	<b>1</b>	<b>37</b>	<b>19</b>	<b>13</b>	<b>18</b>	<b>2183</b>
Having a communication impairment (eg hearing impairment or speech impairment)	Senator	0	0	16	24	25	34	190
	Sheriff	2	2	17	27	26	26	1168
	Not Specified	2	2	19	26	27	24	830
	<b>Total</b>	<b>2</b>	<b>2</b>	<b>18</b>	<b>26</b>	<b>26</b>	<b>26</b>	<b>2188</b>
Having a mobility impairment (eg using a walking aid or requiring a wheelchair)	Senator	0	0	47	15	7	30	189
	Sheriff	1	2	44	20	7	26	1165
	Not Specified	1	2	45	21	8	24	828
	<b>Total</b>	<b>1</b>	<b>2</b>	<b>44</b>	<b>20</b>	<b>7</b>	<b>26</b>	<b>2182</b>
Having a mental health impairment (eg a history of depression)	Senator	0	0	14	26	32	28	189
	Sheriff	2	1	13	23	33	26	1169
	Not Specified	2	1	16	22	35	23	825
	<b>Total</b>	<b>2</b>	<b>1</b>	<b>14</b>	<b>23</b>	<b>34</b>	<b>25</b>	<b>2183</b>

4 Attitudes to Judicial Office – Total Sample

		Major Positive Influence (%)	Minor Positive Influence (%)	No Influence (%)	Minor Negative Influence (%)	Major Negative Influence (%)	Don't Know (%)	N
Being from a minority ethnic group	Senator	5	14	40	13	6	22	189
	Sheriff	12	15	30	17	7	18	1154
	Not Specified	9	12	35	19	7	17	830
	<b>Total</b>	<b>11</b>	<b>14</b>	<b>33</b>	<b>18</b>	<b>7</b>	<b>17</b>	<b>2173</b>
Being from a working class background	Senator	2	6	48	19	8	17	189
	Sheriff	3	5	35	28	14	14	1164
	Not Specified	2	5	35	28	14	16	832
	<b>Total</b>	<b>2</b>	<b>5</b>	<b>36</b>	<b>27</b>	<b>14</b>	<b>15</b>	<b>2185</b>
Being from a middle/upper class background	Senator	15	26	45	3	0	12	190
	Sheriff	22	32	28	4	1	12	1170
	Not Specified	20	32	30	3	1	14	836
	<b>Total</b>	<b>21</b>	<b>32</b>	<b>30</b>	<b>3</b>	<b>1</b>	<b>13</b>	<b>2196</b>
Being gay, lesbian, bisexual, transgender or transsexual	Senator	0	2	46	18	6	27	190
	Sheriff	4	5	37	21	9	24	1166
	Not Specified	2	4	38	21	13	23	830
	<b>Total</b>	<b>3</b>	<b>4</b>	<b>38</b>	<b>20</b>	<b>10</b>	<b>24</b>	<b>2186</b>
Having daily responsibility for the care of dependent children and/or adults	Senator	0	0	39	20	14	27	189
	Sheriff	1	3	29	27	18	23	1171
	Not Specified	1	2	29	26	19	22	827
	<b>Total</b>	<b>1</b>	<b>2</b>	<b>30</b>	<b>26</b>	<b>18</b>	<b>23</b>	<b>2187</b>
Having a particular religious or other belief	Senator	0	4	58	10	2	27	189
	Sheriff	2	5	47	14	4	27	1168
	Not Specified	1	3	45	19	5	27	822
	<b>Total</b>	<b>2</b>	<b>4</b>	<b>48</b>	<b>16</b>	<b>4</b>	<b>27</b>	<b>2179</b>

**Table 4.6 Biographical Factors – Should Affect the Outcome**

		Major Positive Influence (%)	Minor Positive Influence (%)	No Influence (%)	Minor Negative Influence (%)	Major Negative Influence (%)	Don't Know (%)	N
Being male	Senator	1	2	96	0	0	0	192
	Sheriff	1	2	96	0	0	0	1157
	Not Specified	1	3	95	0	0	1	809
	<b>Total</b>	<b>1</b>	<b>2</b>	<b>96</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>2158</b>
Being female	Senator	0	5	94	0	1	0	191
	Sheriff	1	3	95	1	0	0	1158
	Not Specified	1	3	94	1	0	1	812
	<b>Total</b>	<b>1</b>	<b>3</b>	<b>94</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2161</b>
Being aged under 40	Senator	0	3	43	33	20	0	190
	Sheriff	2	5	64	24	4	1	1145
	Not Specified	1	6	66	21	4	2	795
	<b>Total</b>	<b>1</b>	<b>5</b>	<b>63</b>	<b>24</b>	<b>5</b>	<b>1</b>	<b>2130</b>
Being aged 41 to 50	Senator	6	18	70	5	0	0	192
	Sheriff	4	18	76	1	0	1	1141
	Not Specified	3	17	77	1	0	2	799
	<b>Total</b>	<b>4</b>	<b>17</b>	<b>75</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2132</b>
Being aged 51 to 60	Senator	13	16	68	3	0	0	190
	Sheriff	4	14	78	2	0	1	1141
	Not Specified	4	15	76	3	0	2	800
	<b>Total</b>	<b>5</b>	<b>15</b>	<b>76</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>2131</b>
Being aged over 60	Senator	3	7	56	27	6	0	191
	Sheriff	1	6	66	21	5	1	1135
	Not Specified	2	6	65	21	4	3	794
	<b>Total</b>	<b>2</b>	<b>6</b>	<b>64</b>	<b>21</b>	<b>4</b>	<b>2</b>	<b>2120</b>
Having a visual impairment (not corrected by spectacles or contact lenses)	Senator	0	0	52	30	14	4	191
	Sheriff	1	1	61	20	13	4	1156
	Not Specified	0	1	66	17	11	3	814
	<b>Total</b>	<b>0</b>	<b>0</b>	<b>62</b>	<b>20</b>	<b>12</b>	<b>4</b>	<b>2161</b>
Having a communication impairment (eg hearing impairment or speech impairment)	Senator	0	0	37	33	26	2	192
	Sheriff	2	2	41	28	23	4	1157
	Not Specified	1	1	46	29	21	3	811
	<b>Total</b>	<b>1</b>	<b>1</b>	<b>42</b>	<b>19</b>	<b>22</b>	<b>4</b>	<b>2160</b>
Having a mobility impairment (eg using a walking aid or requiring a wheelchair)	Senator	0	0	85	11	3	1	192
	Sheriff	3	1	91	5	1	2	1158
	Not Specified	0	1	90	6	1	2	814
	<b>Total</b>	<b>0</b>	<b>1</b>	<b>9</b>	<b>6</b>	<b>1</b>	<b>2</b>	<b>2164</b>
Having a mental health impairment (eg a history of depression)	Senator	1	1	35	32	30	1	191
	Sheriff	2	1	39	29	25	5	1157
	Not Specified	1	1	42	29	23	4	807
	<b>Total</b>	<b>1</b>	<b>1</b>	<b>39</b>	<b>29</b>	<b>25</b>	<b>4</b>	<b>2155</b>

4 Attitudes to Judicial Office – Total Sample

		Major Positive Influence (%)	Minor Positive Influence (%)	No Influence (%)	Minor Negative Influence (%)	Major Negative Influence (%)	Don't Know (%)	N
Being from a minority ethnic group	Senator	0	5	93	2	0	0	191
	Sheriff	1	4	93	1	0	1	1152
	Not Specified	0	4	93	1	0	1	810
	<b>Total</b>	<b>1</b>	<b>4</b>	<b>93</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2153</b>
Being from a working class background	Senator	0	3	96	0	0	0	193
	Sheriff	1	4	93	1	0	1	1163
	Not Specified	1	4	93	1	0	1	813
	<b>Total</b>	<b>1</b>	<b>4</b>	<b>93</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2169</b>
Being from a middle/upper class background	Senator	0	0	97	2	0	0	193
	Sheriff	0	1	96	1	0	1	1160
	Not Specified	1	1	96	0	0	1	816
	<b>Total</b>	<b>0</b>	<b>1</b>	<b>96</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2169</b>
Being gay, lesbian, bisexual, transgender or transsexual	Senator	0	1	92	3	2	2	190
	Sheriff	0	1	93	3	1	2	1163
	Not Specified	0	2	90	3	2	2	813
	<b>Total</b>	<b>0</b>	<b>1</b>	<b>92</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>2166</b>
Having daily responsibility for the care of dependent children and/or adults	Senator	0	4	73	15	6	2	192
	Sheriff	0	3	80	12	2	2	1162
	Not Specified	0	2	77	14	3	3	817
	<b>Total</b>	<b>0</b>	<b>3</b>	<b>78</b>	<b>13</b>	<b>3</b>	<b>2</b>	<b>2171</b>
Having a particular religious or other belief	Senator	2	0	91	5	0	3	193
	Sheriff	0	0	91	4	1	3	1162
	Not Specified	0	1	88	6	2	4	814
	<b>Total</b>	<b>0</b>	<b>1</b>	<b>90</b>	<b>5</b>	<b>1</b>	<b>3</b>	<b>2169</b>

**Table 4.7 Other Factors – Does Affect the Outcome**

		Major Positive Influence (%)	Minor Positive Influence (%)	No Influence (%)	Minor Negative Influence (%)	Major Negative Influence (%)	Don't Know (%)	N
Having good references	Senator	50	31	4	0	0	15	190
	Sheriff	56	30	3	0	0	11	1176
	Not Specified	55	29	4	0	0	12	840
	<b>Total</b>	<b>55</b>	<b>30</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>2206</b>
Being known by the judiciary	Senator	49	27	14	0	0	9	190
	Sheriff	56	27	9	0	0	8	1178
	Not Specified	57	25	7	0	0	10	844
	<b>Total</b>	<b>56</b>	<b>26</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>2212</b>
Working in the central belt of Scotland	Senator	21	28	34	0	0	16	190
	Sheriff	20	29	33	1	0	17	1174
	Not Specified	19	31	31	0	0	18	836
	<b>Total</b>	<b>20</b>	<b>30</b>	<b>32</b>	<b>1</b>	<b>0</b>	<b>17</b>	<b>2200</b>
Being in the right social networks	Senator	30	25	30	0	0	15	189
	Sheriff	47	26	16	0	1	9	1180
	Not Specified	46	27	15	0	0	12	843
	<b>Total</b>	<b>45</b>	<b>26</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>2212</b>
Having a certain political opinion/belief or affiliation to a political party	Senator	5	19	54	2	0	19	191
	Sheriff	15	23	36	3	1	20	1170
	Not Specified	17	25	32	3	2	20	840
	<b>Total</b>	<b>15</b>	<b>24</b>	<b>36</b>	<b>3</b>	<b>1</b>	<b>20</b>	<b>2201</b>

**Table 4.8 Other Factors – Should Affect the Outcome**

		Major Positive Influence (%)	Minor Positive Influence (%)	No Influence (%)	Minor Negative Influence (%)	Major Negative Influence (%)	Don't Know (%)	N
Having good references	Senator	63	33	4	-	-	0	192
	Sheriff	64	32	3	-	-	1	1159
	Not Specified	65	29	5	-	-	1	815
	<b>Total</b>	<b>64</b>	<b>31</b>	<b>4</b>	<b>-</b>	<b>-</b>	<b>1</b>	<b>2166</b>
Being known by the judiciary	Senator	24	44	31	0	0	0	192
	Sheriff	10	34	54	1	0	1	1154
	Not Specified	9	39	51	1	0	1	804
	<b>Total</b>	<b>11</b>	<b>37</b>	<b>51</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2150</b>
Working in the central belt of Scotland	Senator	2	11	85	0	0	2	191
	Sheriff	0	4	93	1	0	2	1161
	Not Specified	1	7	90	0	0	1	805
	<b>Total</b>	<b>1</b>	<b>6</b>	<b>91</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>2157</b>
Being in the right social networks	Senator	0	4	92	1	1	1	188
	Sheriff	0	4	93	1	1	0	1159
	Not Specified	1	4	93	1	1	1	811
	<b>Total</b>	<b>0</b>	<b>4</b>	<b>93</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2158</b>
Having a certain political opinion/belief or affiliation to a political party	Senator	0	0	88	6	3	2	192
	Sheriff	0	0	89	4	4	2	1162
	Not Specified	0	1	88	4	4	2	808
	<b>Total</b>	<b>0</b>	<b>1</b>	<b>89</b>	<b>5</b>	<b>4</b>	<b>2</b>	<b>2162</b>

**Table 4.9 Agreement with Minimum Experience Required**

	Number	Percent (%)
Strongly Agree	850	37
Agree	799	35
Neither Agree nor Disagree	265	12
Disagree	245	11
Strongly Disagree	48	2
No Views	71	3
Total	2278	100

# 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

## 5.1 Encouraging/Discouraging Factors by Eligibility and Application

**Table 5.1 Encouraging/Discouraging Factors by Eligibility**

	Eligible				Ineligible			
	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
The intellectual and personal qualities needed to perform the duties of judicial office	78	7	15	390	66	15	18	152
The type of work available on judicial appointment	65	20	16	393	68	16	16	152
The change of career focus involved in becoming a judge	62	13	25	389	56	17	27	152
The move from being paid for specific items of work to being salaried	29	6	64	391	35	5	61	150
Increase in earnings	37	1	63	380	67	1	32	152
Reduction in earnings	1	35	64	365	1	60	38	144
Judicial pension arrangements	72	1	28	395	72	1	27	153
Judicial status/prestige	43	2	56	394	56	3	41	152
The tenure and security of judicial office	59	0	41	392	70	3	27	151
Use of a slate in shrieval appointments	7	23	70	362	4	10	87	142
Level of compatibility with child rearing responsibilities	7	10	83	387	26	22	53	152
Level of compatibility with carer responsibilities	7	8	85	384	20	14	66	148
The public service element of judicial office	71	1	28	392	68	5	27	153
The degree of public exposure that the role entails	9	24	67	393	12	44	44	154
The geographical location of the post	20	33	48	387	29	28	43	152
The need to work in different geographical locations, sometimes at short notice	8	39	53	393	5	59	36	152
The requirement to fill in an application form	5	21	74	395	5	13	82	154
The interview process	8	24	69	394	5	14	81	154
The competitiveness of the process	8	21	71	391	6	27	67	153
My level of confidence that the process results in the appointment of the most suitable people	15	47	38	391	25	29	46	154
General levels of confidence within the profession that the process results in the appointment of the most suitable people	15	46	39	390	26	30	43	152

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

	Eligible				Ineligible			
	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
The requirement to identify suitable referees	10	21	68	395	12	11	77	152
The requirement to submit to criminal records checks	8	1	90	392	11	1	89	152
The requirement to submit to questions about my health	7	6	87	393	5	9	86	152
My level of confidence in the confidentiality of the process	20	22	58	392	17	18	65	152
Change from self employed status to salaried status	15	8	76	391	24	4	72	152
If there were changes to the eligibility criteria	20	6	75	380	37	3	59	147
If there were flexible working options	42	1	57	393	74	1	25	152
If there were career breaks	31	2	67	391	62	1	38	152
If there was more practical information about the nature of the work of a judge	37	0	63	391	70	1	28	152
If there were changes to the appointments process	45	1	54	381	39	1	59	148
If more had been done to raise awareness about judicial office earlier in my career	42	<1	58	393	59	0	41	152
If there were mentoring schemes	58	2	40	394	77	0	22	152
If there were work shadowing schemes	54	3	43	393	78	1	21	152
Better guidance/training on the appointment process	59	1	40	394	81	1	19	150
Better guidance/training on the competence requirements	58	1	42	394	81	1	18	150
Practical information about the lifestyle demands of the role	40	1	59	394	75	1	25	150
Opportunity to experience a wider range of work	63	2	35	393	75	3	23	150
More judicial skills training	70	2	28	393	82	1	17	151
Additional pressures of the judicial office	7	17	77	395	6	39	55	151
Isolated nature of the role	4	26	70	392	3	46	51	151
Disruption to family or private life	2	32	66	390	1	62	37	151
The emphasis on specific skills, rather than on specific experience, in the criteria for judicial appointment (ie transferable skills developed in a specialised role(s))	42	13	45	389	47	11	42	147

5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.2 Encouraging/Discouraging Factors by Application**

	Applied				Has Not Applied			
	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
The intellectual and personal qualities needed to perform the duties of judicial office	96	-	4	127	69	10	21	257
The type of work available on judicial appointment	84	9	6	128	54	25	21	259
The change of career focus involved in becoming a judge	84	2	14	127	52	18	30	256
The move from being paid for specific items of work to being salaried	32	5	64	129	28	7	65	256
Increase in earnings	35	-	65	124	37	1	62	250
Reduction in earnings	2	34	64	122	<1	35	64	238
Judicial pension arrangements	80	-	20	129	68	1	31	260
Judicial status/prestige	42	1	57	129	43	2	55	259
The tenure and security of judicial office	67	-	33	128	55	-	45	258
Use of a slate in shrieval appointments	12	34	54	126	4	16	80	231
Level of compatibility with child rearing responsibilities	6	10	83	125	7	10	83	257
Level of compatibility with carer responsibilities	5	8	87	123	7	7	85	256
The public service element of judicial office	81	-	19	128	65	2	33	258
The degree of public exposure that the role entails	13	13	74	128	7	29	64	259
The geographical location of the post	18	25	56	126	20	37	43	255
The need to work in different geographical locations, sometimes at short notice	12	30	58	129	6	44	50	258
The requirement to fill in an application form	6	22	72	129	4	22	74	260
The interview process	9	21	70	128	6	25	69	260
The competitiveness of the process	11	19	70	128	5	22	72	257
My level of confidence that the process results in the appointment of the most suitable people	19	44	37	126	12	49	39	259
General levels of confidence within the profession that the process results in the appointment of the most suitable people	16	42	42	127	14	48	38	257
The requirement to identify suitable referees	14	28	58	128	8	18	73	262
The requirement to submit to criminal records checks	10	2	88	128	8	1	91	259
The requirement to submit to questions about my health	9	6	85	127	6	6	88	261

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

	Applied				Has Not Applied			
	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
My level of confidence in the confidentiality of the process	30	23	47	127	15	22	63	260
Change from self employed status to salaried status	15	8	77	127	15	9	76	259
If there were changes to the eligibility criteria	15	7	78	121	22	5	72	254
If there were flexible working options	37	2	61	127	43	1	56	261
If there were career breaks	29	3	68	125	32	1	67	261
If there was more practical information about the nature of the work of a judge	25	-	75	126	42	-	58	260
If there were changes to the appointments process	48	2	50	122	44	1	55	254
If more had been done to raise awareness about judicial office earlier in my career	31	-	69	126	47	<1	52	262
If there were mentoring schemes	57	2	41	128	58	2	40	261
If there were work shadowing schemes	47	3	50	127	57	3	40	261
Better guidance/training on the appointment process	56	2	42	127	61	-	39	262
Better guidance/training on the competence requirements	54	2	44	127	59	-	41	262
Practical information about the lifestyle demands of the role	25	2	73	128	47	1	52	261
Opportunity to experience a wider range of work	69	1	30	128	59	3	38	260
More judicial skills training	71	-	29	127	69	3	28	261
Additional pressures of the judicial office	11	10	79	129	4	20	76	261
Isolated nature of the role	5	23	72	128	3	28	69	259
Disruption to family or private life	1	30	69	127	2	33	65	258
The emphasis on specific skills, rather than on specific experience, in the criteria for judicial appointment (ie transferable skills developed in a specialised role(s))	50	8	42	126	38	15	47	258

5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.3 Encouraging/Discouraging Factors by Success of Application**

	Successful*				Unsuccessful*			
	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
The intellectual and personal qualities needed to perform the duties of judicial office	97	-	3	75	94	-	6	52
The type of work available on judicial appointment	89	8	3	74	78	11	11	54
The change of career focus involved in becoming a judge	88	3	10	73	78	2	20	54
The move from being paid for specific items of work to being salaried	31	7	63	75	33	2	65	54
Increase in earnings	26	-	74	70	48	-	52	54
Reduction in earnings	1	36	63	73	2	33	65	49
Judicial pension arrangements	80	-	20	75	80	-	20	54
Judicial status/prestige	41	1	57	75	43	-	57	54
The tenure and security of judicial office	73	-	27	74	59	-	41	54
Use of a slate in shrieval appointments	11	36	53	73	13	32	55	53
Level of compatibility with child rearing responsibilities	3	15	82	73	11	4	85	52
Level of compatibility with carer responsibilities	4	11	85	73	6	4	90	50
The public service element of judicial office	84	-	16	74	78	-	22	54
The degree of public exposure that the role entails	11	12	77	75	15	15	70	53
The geographical location of the post	14	29	57	73	24	21	55	53
The need to work in different geographical locations, sometimes at short notice	12	32	56	75	11	28	61	54
The requirement to fill in an application form	8	21	71	75	4	22	74	54
The interview process	11	20	69	74	7	22	70	54
The competitiveness of the process	13	16	71	75	7	25	68	53
My level of confidence that the process results in the appointment of the most suitable people	28	27	45	74	6	67	27	52
General levels of confidence within the profession that the process results in the appointment of the most suitable people	21	27	52	75	8	65	27	52
The requirement to identify suitable referees	17	25	57	75	9	32	59	53
The requirement to submit to criminal records checks	9	4	87	75	11	-	89	53
The requirement to submit to questions about my health	8	8	84	75	10	4	86	52

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

	Successful*				Unsuccessful*			
	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
My level of confidence in the confidentiality of the process	32	20	48	75	27	27	46	52
Change from self employed status to salaried status	20	13	67	75	8	-	92	52
If there were changes to the eligibility criteria	9	10	81	70	24	2	74	51
If there were flexible working options	47	-	53	75	23	4	73	52
If there were career breaks	35	4	61	74	20	2	78	51
If there was more practical information about the nature of the work of a judge	19	-	81	74	35	-	65	52
If there were changes to the appointments process	27	3	70	71	78	-	22	51
If more had been done to raise awareness about judicial office earlier in my career	29	-	71	73	34	-	66	53
If there were mentoring schemes	55	3	43	75	60	2	38	53
If there were work shadowing schemes	44	4	52	75	52	2	46	52
Better guidance/training on the appointment process	43	4	53	75	75	-	25	52
Better guidance/training on the competence requirements	46	3	51	74	66	-	34	53
Practical information about the lifestyle demands of the role	20	3	77	75	32	-	68	53
Opportunity to experience a wider range of work	75	1	24	75	62	-	38	53
More judicial skills training	72	-	28	75	69	-	31	52
Additional pressures of the judicial office	12	11	77	75	9	9	82	54
Isolated nature of the role	4	26	70	74	6	20	74	54
Disruption to family or private life	-	36	64	75	2	21	77	52
The emphasis on specific skills, rather than on specific experience, in the criteria for judicial appointment (ie transferable skills developed in a specialised role(s))	48	8	44	73	53	7	40	53

\* Sample sizes too small to allow confidence at the disaggregate level.

5.2 Encouraging/Discouraging Factors for Applicants by Professional Group

**Table 5.4 The intellectual and personal qualities needed to perform the duties of judicial office**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	92	2	6	66
Part-time Judicial Office	89	-	11	44
Advocate	88	3	9	73
Solicitor-Advocate	74	4	22	23
Solicitor	67	13	20	336
None of these	57	14	29	7

**Table 5.5 The type of work available on judicial appointment**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	86	9	5	65
Part-time Judicial Office	79	7	14	44
Advocate	62	22	16	74
Solicitor-Advocate	57	26	17	23
Solicitor	61	21	18	339
None of these	83	17	-	6

**Table 5.6 The change of career focus involved in becoming a judge**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	87	2	11	62
Part-time Judicial Office	77	2	21	44
Advocate	51	23	26	74
Solicitor-Advocate	64	9	27	22
Solicitor	55	16	28	338
None of these	43	-	57	7

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.7 The move from being paid for specific items of work to being salaried**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
Full-time Judicial Office	28	9	63	65
Part-time Judicial Office	26	2	72	43
Advocate	35	15	51	75
Solicitor-Advocate	27	9	64	22
Solicitor	31	4	66	336
None of these	86	-	14	7

**Table 5.8 Increase in earnings**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
Full-time Judicial Office	34	-	66	61
Part-time Judicial Office	25	-	75	40
Advocate	38	1	61	71
Solicitor-Advocate	39	-	61	23
Solicitor	51	1	48	337
None of these	86	-	14	7

**Table 5.9 Reduction in earnings**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
Full-time Judicial Office	2	43	55	62
Part-time Judicial Office	-	23	77	43
Advocate	1	46	53	70
Solicitor-Advocate	-	45	55	22
Solicitor	1	43	56	311
None of these	-	33	67	6

**Table 5.10 Judicial pension arrangements**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
Full-time Judicial Office	85	-	15	65
Part-time Judicial Office	79	-	21	44
Advocate	77	1	21	75
Solicitor-Advocate	52	-	48	23
Solicitor	68	1	31	341
None of these	100	-	-	7

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.11 Judicial status/prestige**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
Full-time Judicial Office	43	3	54	65
Part-time Judicial Office	39	-	61	43
Advocate	53	-	47	75
Solicitor-Advocate	48	-	52	23
Solicitor	46	3	51	340
None of these	71	-	29	7

**Table 5.12 The tenure and security of judicial office**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
Full-time Judicial Office	75	-	25	64
Part-time Judicial Office	73	-	27	44
Advocate	66	-	34	74
Solicitor-Advocate	43	-	57	23
Solicitor	58	1	41	337
None of these	86	-	14	7

**Table 5.13 Use of a slate in shrieval appointments**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
Full-time Judicial Office	8	42	50	60
Part-time Judicial Office	12	29	59	42
Advocate	1	31	68	68
Solicitor-Advocate	9	14	76	21
Solicitor	5	11	84	312
None of these	14	14	71	7

**Table 5.14 Level of compatibility with child rearing responsibilities**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
Full-time Judicial Office	11	10	79	62
Part-time Judicial Office	7	14	79	43
Advocate	1	10	89	74
Solicitor-Advocate	9	9	83	23
Solicitor	16	15	69	337
None of these	-	43	57	7

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.15 Level of compatibility with carer responsibilities**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
Full-time Judicial Office	9	8	83	63
Part-time Judicial Office	7	10	83	42
Advocate	8	4	88	73
Solicitor-Advocate	9	4	87	23
Solicitor	12	11	77	330
None of these	-	29	71	7

**Table 5.16 The public service element of judicial office**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
Full-time Judicial Office	78	-	22	64
Part-time Judicial Office	77	-	23	44
Advocate	75	1	23	73
Solicitor-Advocate	56	-	44	23
Solicitor	67	3	30	341
None of these	100	-	-	7

**Table 5.17 The degree of public exposure that the role entails**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
Full-time Judicial Office	8	25	68	65
Part-time Judicial Office	9	9	82	44
Advocate	16	27	57	75
Solicitor-Advocate	9	35	56	23
Solicitor	10	33	57	340
None of these	14	29	57	7

**Table 5.18 The geographical location of the post**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
Full-time Judicial Office	24	25	51	63
Part-time Judicial Office	19	44	37	43
Advocate	18	27	55	73
Solicitor-Advocate	9	17	74	23
Solicitor	24	33	43	337
None of these	29	14	57	7

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.19 The need to work in different geographical locations, sometimes at short notice**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	3	46	51	63
Part-time Judicial Office	16	34	50	44
Advocate	5	38	57	74
Solicitor-Advocate	4	30	65	23
Solicitor	7	48	45	341
None of these	-	43	57	7

**Table 5.20 The requirement to fill in an application form**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	6	39	55	65
Part-time Judicial Office	9	23	68	44
Advocate	1	37	61	75
Solicitor-Advocate	4	26	70	23
Solicitor	5	10	85	342
None of these	-	-	100	7

**Table 5.21 The interview process**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	6	34	60	65
Part-time Judicial Office	14	16	70	44
Advocate	7	32	61	74
Solicitor-Advocate	-	17	83	23
Solicitor	7	17	77	342
None of these	-	29	71	7

**Table 5.22 The competitiveness of the process**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	6	22	72	64
Part-time Judicial Office	16	23	61	44
Advocate	5	24	71	75
Solicitor-Advocate	-	13	87	23
Solicitor	7	23	70	338
None of these	-	43	57	7

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.23 My level of confidence that the process results in the appointment of the most suitable people**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	25	42	34	65
Part-time Judicial Office	26	35	39	43
Advocate	13	57	29	75
Solicitor-Advocate	4	52	44	23
Solicitor	17	39	44	339
None of these	57	14	29	7

**Table 5.24 General levels of confidence within the profession that the process results in the appointment of the most suitable people**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	17	37	46	65
Part-time Judicial Office	23	36	41	44
Advocate	12	59	29	75
Solicitor-Advocate	4	52	44	23
Solicitor	19	39	42	335
None of these	57	14	29	7

**Table 5.25 The requirement to identify suitable referees**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	9	35	56	63
Part-time Judicial Office	20	23	57	44
Advocate	14	16	70	74
Solicitor-Advocate	-	26	74	23
Solicitor	10	14	76	344
None of these	14	29	57	7

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.26 The requirement to submit to criminal record checks**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	10	6	84	62
Part-time Judicial Office	4	-	96	44
Advocate	12	-	88	72
Solicitor-Advocate	4	4	91	23
Solicitor	9	<1	90	344
None of these	14	-	86	7

**Table 5.27 The requirement to submit to questions about my health**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	8	11	81	62
Part-time Judicial Office	4	-	96	44
Advocate	5	14	81	74
Solicitor-Advocate	4	-	96	23
Solicitor	7	6	87	343
None of these	14	-	86	7

**Table 5.28 My level of confidence in the confidentiality of the process**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	19	37	44	62
Part-time Judicial Office	32	14	54	44
Advocate	15	40	45	74
Solicitor-Advocate	-	43	57	23
Solicitor	19	13	67	343
None of these	33	-	67	6

**Table 5.29 Change from self employed status to salaried status**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	23	14	63	62
Part-time Judicial Office	14	4	82	44
Advocate	19	22	59	73
Solicitor-Advocate	-	9	91	23
Solicitor	17	3	80	342
None of these	57	-	43	7

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.30 If there were changes to the eligibility criteria**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	9	12	79	57
Part-time Judicial Office	10	5	85	41
Advocate	18	14	68	71
Solicitor-Advocate	39	-	61	23
Solicitor	30	2	68	336
None of these	33	-	67	6

**Table 5.31 If there were flexibility working options**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	55	3	42	62
Part-time Judicial Office	52	-	48	44
Advocate	39	3	58	74
Solicitor-Advocate	26	-	74	23
Solicitor	54	<1	46	343
None of these	71	-	29	7

**Table 5.32 If there were career breaks**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	50	5	45	62
Part-time Judicial Office	35	5	60	43
Advocate	23	3	74	74
Solicitor-Advocate	23	-	77	22
Solicitor	43	<1	57	343
None of these	57	14	29	7

**Table 5.33 If there was more practical information about the nature of the work of a judge**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	18	-	82	60
Part-time Judicial Office	25	-	75	44
Advocate	23	1	76	74
Solicitor-Advocate	35	-	65	23
Solicitor	60	<1	40	343
None of these	71	-	29	7

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.34 If there were changes to the appointments process**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	34	5	61	56
Part-time Judicial Office	37	-	63	41
Advocate	55	1	44	71
Solicitor-Advocate	56	4	39	23
Solicitor	43	<1	57	340
None of these	33	-	67	6

**Table 5.35 If more had been done to raise awareness about judicial office earlier in my career**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	17	-	83	60
Part-time Judicial Office	36	-	64	44
Advocate	19	1	80	75
Solicitor-Advocate	30	-	70	23
Solicitor	60	-	40	344
None of these	86	-	14	7

**Table 5.36 If there were mentoring schemes**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	37	5	58	62
Part-time Judicial Office	57	4	39	44
Advocate	43	3	55	75
Solicitor-Advocate	44	4	52	23
Solicitor	74	-	26	343
None of these	100	-	-	7

**Table 5.37 If there were work shadowing schemes**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	26	6	68	62
Part-time Judicial Office	48	4	48	44
Advocate	43	4	53	74
Solicitor-Advocate	35	9	56	23
Solicitor	74	1	25	343
None of these	100	-	-	7

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.38 Better guidance/training on the appointment process**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	34	3	63	62
Part-time Judicial Office	46	4	50	44
Advocate	55	-	45	74
Solicitor-Advocate	56	-	44	23
Solicitor	76	-	24	342
None of these	100	-	-	7

**Table 5.39 Better guidance/training on the competence requirements**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	39	2	60	62
Part-time Judicial Office	44	5	51	43
Advocate	49	-	51	74
Solicitor-Advocate	48	-	52	23
Solicitor	76	-	24	343
None of these	100	-	-	7

**Table 5.40 Practical information about the lifestyle demands of the role**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	23	3	74	62
Part-time Judicial Office	30	2	68	44
Advocate	30	1	69	74
Solicitor-Advocate	35	-	65	23
Solicitor	63	<1	37	342
None of these	71	-	29	7

**Table 5.41 Opportunity to experience a wider range of work**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	69	2	29	61
Part-time Judicial Office	66	2	32	44
Advocate	59	3	39	75
Solicitor-Advocate	48	4	48	23
Solicitor	69	2	29	341
None of these	71	-	29	7

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.42 More judicial skills training**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	56	-	44	62
Part-time Judicial Office	64	2	34	44
Advocate	53	5	42	74
Solicitor-Advocate	61	4	35	23
Solicitor	83	1	16	342
None of these	100	-	-	7

**Table 5.43 Additional pressures of the judicial office**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	11	21	68	62
Part-time Judicial Office	9	7	84	44
Advocate	7	17	76	75
Solicitor-Advocate	4	13	83	23
Solicitor	5	27	68	343
None of these	14	29	57	7

**Table 5.44 Isolated nature of the role**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	3	38	59	61
Part-time Judicial Office	4	16	80	44
Advocate	5	23	72	74
Solicitor-Advocate	-	22	78	23
Solicitor	3	35	62	342
None of these	-	29	71	7

**Table 5.45 Disruption to family or private life**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	2	39	60	62
Part-time Judicial Office	-	44	56	43
Advocate	-	27	73	74
Solicitor-Advocate	-	30	70	23
Solicitor	2	44	54	340
None of these	-	43	57	7

**Table 5.46 The emphasis on specific skills, rather than on specific experience, in the criteria for judicial appointments (ie transferable skills developed in a specialised role(s))**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Full-time Judicial Office	28	23	48	60
Part-time Judicial Office	50	7	43	44
Advocate	34	16	49	73
Solicitor-Advocate	43	13	44	23
Solicitor	46	10	44	337
None of these	71	-	29	7

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

### 5.3 Encouraging/Discouraging Factors by Gender

**Table 5.47 Encouraging/Discouraging Factors by Gender**

	Male				Female			
	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
The intellectual and personal qualities needed to perform the duties of judicial office	79	6	15	334	66	14	20	208
The type of work available on judicial appointment	67	16	16	331	62	23	15	213
The change of career focus involved in becoming a judge	63	12	24	330	55	17	29	210
The move from being paid for specific items of work to being salaried	30	7	63	332	32	4	63	210
Increase in earnings	38	1	61	322	57	-	43	210
Reduction in earnings	1	39	60	314	1	46	53	193
Judicial pension arrangements	72	1	27	334	71	<1	29	214
Judicial status/prestige	48	1	51	333	45	3	52	213
The tenure and security of judicial office	61	1	38	332	63	1	36	210
Use of a slate in shrieval appointments	6	19	75	310	6	18	76	193
Level of compatibility with child rearing responsibilities	7	4	88	329	21	28	51	210
Level of compatibility with carer responsibilities	7	4	89	326	17	19	64	205
The public service element of judicial office	71	2	27	332	68	3	29	213
The degree of public exposure that the role entails	13	25	62	335	7	35	58	212
The geographical location of the post	21	28	51	329	22	38	40	210
The need to work in different geographical locations, sometimes at short notice	7	39	54	331	7	53	40	214
The requirement to fill in an application form	5	23	72	335	5	13	82	214
The interview process	8	21	71	335	5	21	75	213
The competitiveness of the process	9	17	74	332	4	32	64	212
My level of confidence that the process results in the appointment of the most suitable people	19	38	43	333	15	47	38	212
General levels of confidence within the profession that the process results in the appointment of the most suitable people	22	37	41	331	12	47	41	211
The requirement to identify suitable referees	12	17	71	336	10	19	71	213

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

	Male				Female			
	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
The requirement to submit to criminal records checks	11	1	88	333	7	<1	93	213
The requirement to submit to questions about my health	8	5	86	334	4	9	87	213
My level of confidence in the confidentiality of the process	24	16	60	335	13	26	61	211
Change from self employed status to salaried status	14	9	77	333	23	5	72	212
If there were changes to the eligibility criteria	19	6	75	321	34	3	63	207
If there were flexible working options	37	2	61	334	72	-	28	213
If there were career breaks	30	3	67	332	56	-	44	213
If there was more practical information about the nature of the work of a judge	37	<1	63	334	63	<1	37	211
If there were changes to the appointments process	39	1	60	325	50	<1	50	206
If more had been done to raise awareness about judicial office earlier in my career	40	<1	60	333	58	-	42	214
If there were mentoring schemes	54	2	44	335	78	1	21	213
If there were work shadowing schemes	51	3	46	334	76	1	23	213
Better guidance/training on the appointment process	57	1	42	333	78	-	22	213
Better guidance/training on the competence requirements	56	1	43	334	78	-	22	212
Practical information about the lifestyle demands of the role	42	1	57	334	63	1	36	212
Opportunity to experience a wider range of work	62	2	36	333	74	3	23	212
More judicial skills training	68	3	29	332	82	<1	18	214
Additional pressures of the judicial office	7	20	73	335	5	28	67	213
Isolated nature of the role	4	28	69	334	3	38	59	211
Disruption to family or private life	1	33	66	332	2	52	46	211
The emphasis on specific skills, rather than on specific experience, in the criteria for judicial appointment (ie transferable skills developed in a specialised role(s))	41	13	46	329	47	10	43	209

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

### 5.4 Encouraging/Discouraging Factors by Age

**Table 5.48 The intellectual and personal qualities needed to perform the duties of judicial office**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	81	13	6	16
26 to 35	59	22	19	79
36 to 45	71	8	21	123
46 to 55	81	6	12	202
56 to 65	75	6	19	107
66 to 72	80	-	20	10
72 and older	75	-	25	8

**Table 5.49 The type of work available on judicial appointment**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	88	-	12	16
26 to 35	68	18	14	79
36 to 45	63	21	16	128
46 to 55	69	18	13	201
56 to 65	60	23	17	106
66 to 72	60	10	30	10
72 and older	37	-	63	8

**Table 5.50 The change of career focus involved in becoming a judge**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	63	-	37	16
26 to 35	53	19	28	78
36 to 45	55	15	30	128
46 to 55	66	13	21	200
56 to 65	63	15	22	103
66 to 72	60	-	40	10
72 and older	25	12	63	8

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.51 The move from being paid for specific items of work to being salaried**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	73	-	27	15
26 to 35	33	6	61	77
36 to 45	27	5	68	127
46 to 55	33	6	61	201
56 to 65	25	6	69	106
66 to 72	20	-	80	10
72 and older	25	38	38	8

**Table 5.52 Increase in earnings**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	63	-	37	16
26 to 35	76	1	23	79
36 to 45	49	-	51	127
46 to 55	37	<1	62	197
56 to 65	35	1	64	101
66 to 72	-	-	100	9
72 and older	33	-	67	6

**Table 5.53 Reduction in earnings**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	-	54	46	13
26 to 35	1	67	32	75
36 to 45	1	42	57	120
46 to 55	1	33	66	189
56 to 65	-	40	60	97
66 to 72	-	10	90	10
72 and older	14	29	57	7

5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.54 Judicial pension arrangements**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	81	-	19	16
26 to 35	71	1	28	78
36 to 45	71	1	28	129
46 to 55	74	<1	25	205
56 to 65	70	-	30	106
66 to 72	40	-	60	10
72 and older	71	-	29	7

**Table 5.55 Judicial status/prestige**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	81	-	19	16
26 to 35	68	3	29	78
36 to 45	47	2	51	129
46 to 55	39	2	59	203
56 to 65	40	1	59	106
66 to 72	40	-	60	10
72 and older	71	-	29	7

**Table 5.56 The tenure and security of judicial office**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	93	-	7	15
26 to 35	77	4	19	77
36 to 45	59	-	41	128
46 to 55	61	<1	39	203
56 to 65	55	-	45	105
66 to 72	30	-	70	10
72 and older	57	-	43	7

5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.57 Use of a slate in shrieval appointments**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	-	7	93	15
26 to 35	3	5	92	76
36 to 45	5	20	75	121
46 to 55	8	22	71	185
56 to 65	7	28	65	94
66 to 72	-	12	88	8
72 and older	-	-	100	7

**Table 5.58 Level of compatibility with child rearing responsibilities**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	19	31	50	16
26 to 35	29	23	47	78
36 to 45	18	22	60	128
46 to 55	8	9	83	201
56 to 65	2	4	94	103
66 to 72	11	-	89	9
72 and older	-	-	100	7

**Table 5.59 Level of compatibility with carer responsibilities**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	27	20	53	15
26 to 35	19	12	69	78
36 to 45	16	14	70	127
46 to 55	7	9	85	197
56 to 65	5	4	91	102
66 to 72	12	-	88	8
72 and older	-	-	100	7

5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.60 The public service element of judicial office**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	69	12	19	16
26 to 35	65	5	30	79
36 to 45	71	2	26	129
46 to 55	72	1	27	203
56 to 65	71	-	29	105
66 to 72	50	-	50	10
72 and older	83	-	17	6

**Table 5.61 The degree of public exposure that the role entails**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	19	44	37	16
26 to 35	11	46	43	79
36 to 45	10	34	56	127
46 to 55	8	24	68	205
56 to 65	14	23	63	106
66 to 72	-	10	90	10
72 and older	-	-	100	7

**Table 5.62 The geographical location of the post**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	44	31	25	16
26 to 35	27	34	39	79
36 to 45	24	33	43	125
46 to 55	18	35	47	203
56 to 65	16	26	58	103
66 to 72	44	11	44	9
72 and older	43	-	57	7

5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.63 The need to work in different geographical locations, sometimes at short notice**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	6	69	25	16
26 to 35	5	63	32	79
36 to 45	4	49	47	128
46 to 55	10	38	52	205
56 to 65	9	35	57	104
66 to 72	-	22	78	9
72 and older	-	43	57	7

**Table 5.64 The requirement to fill in an application form**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	-	12	88	16
26 to 35	4	5	91	79
36 to 45	5	17	78	129
46 to 55	6	19	75	205
56 to 65	5	29	66	106
66 to 72	-	30	70	10
72 and older	-	43	57	7

**Table 5.65 The interview process**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	-	12	88	16
26 to 35	1	10	89	79
36 to 45	9	19	72	129
46 to 55	8	24	68	204
56 to 65	7	27	66	106
66 to 72	-	10	90	10
72 and older	-	43	57	7

**Table 5.66 The competitiveness of the process**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	6	25	69	16
26 to 35	3	18	79	78
36 to 45	9	28	63	128
46 to 55	10	25	65	204
56 to 65	4	19	77	105
66 to 72	-	10	90	10
72 and older	-	17	83	6

**Table 5.67 My level of confidence that the process results in the appointment of the most suitable people**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	38	31	31	16
26 to 35	22	25	53	79
36 to 45	16	48	37	128
46 to 55	18	41	41	203
56 to 65	13	51	36	105
66 to 72	20	30	50	10
72 and older	29	43	29	7

**Table 5.68 General levels of confidence within the profession that the process results in the appointment of the most suitable people**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	38	31	31	16
26 to 35	24	25	51	79
36 to 45	13	50	37	125
46 to 55	15	40	45	204
56 to 65	18	50	32	104
66 to 72	20	20	60	10
72 and older	29	43	29	7

5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.69 The requirement to identify suitable referees**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	12	-	88	17
26 to 35	15	10	75	79
36 to 45	7	17	76	128
46 to 55	14	18	68	204
56 to 65	7	32	61	107
66 to 72	10	-	90	10
72 and older	-	-	100	7

**Table 5.70 The requirement to submit to criminal record checks**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	6	6	88	17
26 to 35	11	-	89	79
36 to 45	9	-	91	126
46 to 55	8	<1	91	204
56 to 65	9	4	87	106
66 to 72	10	-	90	10
72 and older	14	-	86	7

**Table 5.71 The requirement to submit to questions about my health**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	6	12	82	17
26 to 35	3	6	91	79
36 to 45	6	10	84	128
46 to 55	7	3	90	203
56 to 65	9	9	83	106
66 to 72	10	10	80	10
72 and older	-	14	86	7

**5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications**

**Table 5.72 My level of confidence in the confidentiality of the process**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	23	18	59	17
26 to 35	20	11	68	79
36 to 45	17	22	61	126
46 to 55	19	22	59	204
56 to 65	23	24	53	106
66 to 72	10	10	80	10
72 and older	14	14	71	7

**Table 5.73 Change from self employed status to salaried status**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	59	-	41	17
26 to 35	20	3	77	79
36 to 45	16	8	76	128
46 to 55	14	9	77	201
56 to 65	16	8	76	106
66 to 72	20	-	80	10
72 and older	14	14	71	7

**Table 5.74 If there were changes to the eligibility criteria**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	35	-	65	17
26 to 35	34	1	65	77
36 to 45	27	6	67	126
46 to 55	24	5	71	195
56 to 65	18	6	76	101
66 to 72	11	22	67	9
72 and older	-	14	86	7

5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.75 If there were flexibility working options**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	82	-	18	17
26 to 35	75	1	24	79
36 to 45	59	-	41	128
46 to 55	47	<1	53	204
56 to 65	29	2	69	105
66 to 72	30	-	70	10
72 and older	29	14	57	7

**Table 5.76 If there were career breaks**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	82	-	18	17
26 to 35	63	1	35	79
36 to 45	43	-	57	129
46 to 55	37	1	62	201
56 to 65	19	3	78	105
66 to 72	20	10	70	10
72 and older	29	14	57	7

**Table 5.77 If there was more practical information about the nature of the work of a judge**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	77	-	23	17
26 to 35	80	1	19	79
36 to 45	56	-	44	128
46 to 55	40	<1	60	203
56 to 65	24	-	76	104
66 to 72	20	-	80	10
72 and older	-	-	100	7

5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.78 If there were changes to the appointments process**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	29	-	71	17
26 to 35	35	1	64	78
36 to 45	46	1	53	125
46 to 55	44	<1	56	196
56 to 65	50	3	47	102
66 to 72	33	-	67	9
72 and older	29	-	71	7

**Table 5.79 If more had been done to raise awareness about judicial office earlier in my career**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	77	-	23	17
26 to 35	66	-	34	79
36 to 45	50	1	49	129
46 to 55	45	-	55	203
56 to 65	31	-	69	105
66 to 72	50	-	50	10
72 and older	-	-	100	7

**Table 5.80 If there were mentoring schemes**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	82	-	18	17
26 to 35	82	-	18	79
36 to 45	72	-	28	128
46 to 55	60	2	38	204
56 to 65	50	2	48	106
66 to 72	30	-	70	10
72 and older	14	29	57	7

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.81 If there were work shadowing schemes**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	88	-	12	17
26 to 35	82	1	17	79
36 to 45	70	-	30	128
46 to 55	57	2	41	203
56 to 65	45	5	50	106
66 to 72	30	10	60	10
72 and older	14	29	57	7

**Table 5.82 Better guidance/training on the appointment process**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	88	-	12	17
26 to 35	84	-	16	79
36 to 45	73	-	27	128
46 to 55	62	1	37	202
56 to 65	49	2	49	106
66 to 72	40	-	60	10
72 and older	29	-	71	7

**Table 5.83 Better guidance/training on the competence requirements**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	88	-	12	17
26 to 35	85	-	15	79
36 to 45	73	-	27	128
46 to 55	58	1	41	202
56 to 65	52	1	47	106
66 to 72	40	-	60	10
72 and older	29	-	71	7

5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.84 Practical information about the lifestyle demands of the role**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	94	-	6	17
26 to 35	85	-	15	79
36 to 45	58	-	42	127
46 to 55	41	2	57	203
56 to 65	31	1	68	106
66 to 72	20	-	80	10
72 and older	14	14	71	7

**Table 5.85 Opportunity to experience a wider range of work**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	94	-	6	17
26 to 35	80	2	18	79
36 to 45	60	4	36	127
46 to 55	68	1	31	203
56 to 65	64	2	34	105
66 to 72	40	-	60	10
72 and older	29	-	71	7

**Table 5.86 More judicial skills training**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	94	6	-	17
26 to 35	89	-	11	79
36 to 45	76	2	22	129
46 to 55	73	2	25	202
56 to 65	63	1	36	105
66 to 72	50	10	40	10
72 and older	29	-	71	7

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.87 Additional pressures of the judicial office**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	6	53	41	17
26 to 35	4	43	53	42
36 to 45	6	24	70	128
46 to 55	6	17	77	203
56 to 65	10	15	75	107
66 to 72	10	10	80	10
72 and older	-	-	100	7

**Table 5.88 Isolated nature of the role**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	6	59	35	17
26 to 35	2	56	42	79
36 to 45	5	33	62	128
46 to 55	2	23	75	201
56 to 65	5	28	67	106
66 to 72	-	10	90	10
72 and older	-	-	100	7

**Table 5.89 Disruption to family or private life**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	6	76	18	17
26 to 35	-	67	33	79
36 to 45	2	47	51	128
46 to 55	1	32	67	201
56 to 65	2	29	69	104
66 to 72	-	-	100	10
72 and older	-	14	86	7

**Table 5.90** The emphasis on specific skills, rather than on specific experience, in the criteria for judicial appointments (ie transferable skills developed in a specialised role(s))

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
25 or under	69	6	25	16
26 to 35	44	10	46	79
36 to 45	48	10	41	126
46 to 55	44	12	44	201
56 to 65	36	16	48	103
66 to 72	11	-	89	9
72 and older	14	43	43	7

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

### 5.5 Encouraging/Discouraging Factors by Disability

**Table 5.91 Encouraging/Discouraging Factors by Disability**

	Have a disability (%)				Do not have a disability (%)			
	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N *	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
The intellectual and personal qualities needed to perform the duties of judicial office	80	10	10	19	74	9	17	521
The type of work available on judicial appointment	60	30	10	20	66	18	16	522
The change of career focus involved in becoming a judge	65	25	10	20	60	14	26	518
The move from being paid for specific items of work to being salaried	33	22	44	18	31	5	64	539
Increase in earnings	32	5	63	19	46	<1	54	511
Reduction in earnings	-	33	67	18	1	42	57	487
Judicial pension arrangements	70	-	30	20	72	1	27	526
Judicial status/prestige	45	-	55	20	47	2	51	524
The tenure and security of judicial office	74	-	26	19	62	1	38	521
Use of a slate in shrieval appointments	-	29	71	17	6	19	75	486
Level of compatibility with child rearing responsibilities	5	15	80	20	13	13	74	517
Level of compatibility with carer responsibilities	-	21	79	19	11	9	80	510
The public service element of judicial office	90	-	10	20	70	2	28	523
The degree of public exposure that the role entails	30	25	45	20	10	29	61	525
The geographical location of the post	20	35	45	20	22	32	46	517
The need to work in different geographical locations, sometimes at short notice	-	45	55	20	7	45	48	523
The requirement to fill in an application form	5	30	65	20	5	18	77	527
The interview process	10	30	60	20	7	21	72	526
The competitiveness of the process	15	40	45	20	7	22	71	522
My level of confidence that the process results in the appointment of the most suitable people	20	65	15	20	18	40	42	523
General levels of confidence within the profession that the process results in the appointment of the most suitable people	15	75	10	20	18	40	42	521

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

	Have a disability (%)				Do not have a disability (%)			
	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N*	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
The requirement to identify suitable referees	19	24	57	21	11	18	71	526
The requirement to submit to criminal records checks	5	-	95	20	10	1	89	524
The requirement to submit to questions about my health	5	33	62	21	7	5	88	524
My level of confidence in the confidentiality of the process	10	28	62	21	20	20	60	523
Change from self employed status to salaried status	20	10	70	20	18	7	75	523
If there were changes to the eligibility criteria	57	5	38	21	23	5	72	505
If there were flexible working options	57	-	43	21	51	1	48	524
If there were career breaks	30	5	65	20	40	2	58	523
If there was more practical information about the nature of the work of a judge	48	-	52	21	46	<1	53	522
If there were changes to the appointments process	67	-	33	21	42	1	57	508
If more had been done to raise awareness about judicial office earlier in my career	48	5	47	21	47	-	53	524
If there were mentoring schemes	62	-	38	21	64	1	35	525
If there were work shadowing schemes	55	10	35	20	62	2	36	525
Better guidance/training on the appointment process	67	5	28	21	65	1	34	523
Better guidance/training on the competence requirements	67	5	28	21	64	<1	35	523
Practical information about the lifestyle demands of the role	52	-	48	21	50	1	49	523
Opportunity to experience a wider range of work	67	-	33	21	67	2	31	522
More judicial skills training	20	35	45	20	22	32	46	517
Additional pressures of the judicial office	5	28	67	21	7	22	71	525
Isolated nature of the role	-	38	62	21	3	31	65	522
Disruption to family or private life	-	43	57	21	2	41	58	520
The emphasis on specific skills, rather than on specific experience, in the criteria for judicial appointment (ie transferable skills developed in a specialised role(s))	40	25	35	20	44	12	44	516

\* Note: small sample size.

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

### 5.6 Encouraging/Discouraging Factors by Ethnicity

**Table 5.92 The intellectual and personal qualities needed to perform the duties of judicial office**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	74	9	17	512
Other White	90	-	10	21
Other	88	13	-	8

**Table 5.93 The type of work available on judicial appointment**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	65	19	16	514
Other White	81	5	14	21
Other	75	13	13	8

**Table 5.94 The change of career focus involved in becoming a judge**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	59	14	27	512
Other White	80	10	10	20
Other	86	14	-	7

**Table 5.95 The move from being paid for specific items of work to being salaried**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	31	6	63	512
Other White	33	10	57	21
Other	25	-	75	8

**Table 5.96 Increase in earnings**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	45	1	54	503
Other White	45	-	55	20
Other	75	-	25	8

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.97 Reduction in earnings**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	1	41	58	480
Other White	5	47	47	19
Other	-	50	50	8

**Table 5.98 Judicial pension arrangements**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	72	1	28	518
Other White	71	-	29	21
Other	88	-	13	8

**Table 5.99 Judicial status/prestige**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	47	2	51	517
Other White	45	-	55	20
Other	88	-	13	8

**Table 5.100 The tenure and security of judicial office**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	61	1	39	514
Other White	70	5	25	20
Other	100	-	-	8

**Table 5.101 Use of a slate in shrieval appointments**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	6	18	76	475
Other White	5	40	55	20
Other	-	25	75	8

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.102 Level of compatibility with child rearing responsibilities**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	13	13	75	509
Other White	14	24	62	21
Other	13	38	50	8

**Table 5.103 Level of compatibility with carer responsibilities**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	11	9	80	503
Other White	10	19	71	21
Other	-	25	75	8

**Table 5.104 The public service element of judicial office**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	69	2	29	516
Other White	85	5	10	20
Other	88	-	13	8

**Table 5.105 The degree of public exposure that the role entails**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	10	28	62	517
Other White	10	48	43	21
Other	25	25	50	8

**Table 5.106 The geographical location of the post**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	22	31	47	510
Other White	19	48	33	21
Other	38	25	38	8

5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.107 The need to work in different geographical locations, sometimes at short notice**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	7	45	48	516
Other White	5	43	52	21
Other	12	50	38	8

**Table 5.108 The requirement to fill in an application form**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	5	19	76	519
Other White	9	29	62	21
Other	12	-	88	8

**Table 5.109 The interview process**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	7	21	72	518
Other White	9	24	67	21
Other	12	-	88	8

**Table 5.110 The competitiveness of the process**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	7	23	70	515
Other White	14	19	67	21
Other	14	29	57	7

**Table 5.111 My level of confidence that the process results in the appointment of the most suitable people**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	17	41	42	515
Other White	29	48	24	21
Other	36	50	12	8

5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.112 General levels of confidence within the profession that the process results in the appointment of the most suitable people**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	18	41	42	512
Other White	9	52	38	21
Other	50	38	12	8

**Table 5.113 The requirement to identify suitable referees**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	11	18	71	520
Other White	15	15	70	20
Other	38	12	50	8

**Table 5.114 The requirement to submit to criminal record checks**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	9	1	90	518
Other White	10	-	90	19
Other	50	13	37	8

**Table 5.115 The requirement to submit to questions about my health**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	7	6	87	518
Other White	-	10	90	20
Other	25	12	63	8

**Table 5.116 My level of confidence in the confidentiality of the process**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	19	21	60	517
Other White	15	20	65	20
Other	37	25	37	8

5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.117 Change from self employed status to salaried status**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	18	7	75	516
Other White	15	5	80	20
Other	25	12	63	8

**Table 5.118 If there were changes to the eligibility criteria**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	24	5	71	501
Other White	37	10	53	19
Other	37	-	63	8

**Table 5.119 If there were flexibility working options**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	51	1	48	518
Other White	45	-	55	20
Other	63	-	48	8

**Table 5.120 If there were career breaks**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	39	2	59	516
Other White	45	-	55	20
Other	50	-	50	8

**Table 5.121 If there was more practical information about the nature of the work of a judge**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	47	<1	53	516
Other White	50	-	50	20
Other	50	-	50	8

5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.122 If there were changes to the appointments process**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	43	1	56	504
Other White	53	5	42	19
Other	37	-	63	8

**Table 5.123 If more had been done to raise awareness about judicial office earlier in my career**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	47	<1	52	519
Other White	47	-	53	19
Other	37	-	63	8

**Table 5.124 If there were mentoring schemes**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	64	1	35	519
Other White	50	5	45	20
Other	63	-	37	8

**Table 5.125 If there were work shadowing schemes**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	62	2	36	518
Other White	50	5	45	20
Other	63	-	37	8

**Table 5.126 Better guidance/training on the appointment process**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	65	1	34	517
Other White	60	-	40	20
Other	75	-	25	8

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.127 Better guidance/training on the competence requirements**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	65	1	35	517
Other White	55	-	45	20
Other	75	-	25	8

**Table 5.128 Practical information about the lifestyle demands of the role**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	51	1	48	517
Other White	45	5	50	20
Other	63	-	37	8

**Table 5.129 Opportunity to experience a wider range of work**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	67	1	30	516
Other White	50	5	50	20
Other	75	-	25	8

**Table 5.130 More judicial skills training**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	75	1	24	517
Other White	55	5	40	20
Other	63	12	25	8

**Table 5.131 Additional pressures of the judicial office**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
White British	7	22	71	519
Other White	10	25	65	20
Other	-	50	50	8

**Table 5.132 Isolated nature of the role**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
White British	3	31	65	516
Other White	-	35	65	20
Other	12	38	50	8

**Table 5.133 Disruption to family or private life**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
White British	2	40	58	514
Other White	-	50	50	20
Other	12	25	63	8

**Table 5.134 The emphasis on specific skills, rather than on specific experience, in the criteria for judicial appointments (ie transferable skills developed in a specialised role(s))**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
White British	43	12	45	511
Other White	42	16	42	19
Other	43	-	57	7

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

### 5.7 Encouraging/Discouraging Factors by Sexual Orientation

**Table 5.135 Encouraging/Discouraging Factors by Sexual Orientation**

	Heterosexual (%)				Any Other (%)			
	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N*
The intellectual and personal qualities needed to perform the duties of judicial office	74	9	17	513	76	10	14	21
The type of work available on judicial appointment	65	19	16	514	73	27	-	22
The change of career focus involved in becoming a judge	59	14	27	510	68	18	14	22
The move from being paid for specific items of work to being salaried	31	6	63	511	27	9	64	22
Increase in earnings	45	1	54	502	45	-	55	22
Reduction in earnings	1	43	56	477	-	32	68	22
Judicial pension arrangements	72	<1	28	518	73	4	23	22
Judicial status/prestige	48	2	51	516	27	9	64	22
The tenure and security of judicial office	62	1	37	512	59	-	41	22
Use of a slate in shrieval appointments	6	20	74	476	5	9	86	22
Level of compatibility with child rearing responsibilities	13	14	73	509	5	18	77	22
Level of compatibility with carer responsibilities	12	10	78	501	-	-	100	22
The public service element of judicial office	70	2	28	515	86	-	14	22
The degree of public exposure that the role entails	10	29	61	517	9	32	59	22
The geographical location of the post	22	31	47	511	27	36	36	22
The need to work in different geographical locations, sometimes at short notice	7	44	49	516	9	55	36	22
The requirement to fill in an application form	5	18	77	519	9	23	68	22
The interview process	6	21	73	518	14	18	68	22
The competitiveness of the process	6	23	71	514	27	32	41	22
My level of confidence that the process results in the appointment of the most suitable people	18	41	41	515	18	59	23	22
General levels of confidence within the profession that the process results in the appointment of the most suitable people	18	40	42	513	14	64	23	22

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

	Heterosexual (%)				Any Other (%)			
	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N*
The requirement to identify suitable referees	11	18	71	519	14	18	68	22
The requirement to submit to criminal records checks	9	1	90	517	19	-	81	21
The requirement to submit to questions about my health	6	7	87	517	9	5	86	22
My level of confidence in the confidentiality of the process	19	21	60	516	32	9	59	22
Change from self employed status to salaried status	18	7	75	515	9	18	73	22
If there were changes to the eligibility criteria	24	5	71	501	45	10	45	20
If there were flexible working options	51	1	48	517	55	-	45	22
If there were career breaks	39	2	59	515	50	-	50	22
If there was more practical information about the nature of the work of a judge	46	<1	53	515	50	-	50	22
If there were changes to the appointments process	43	1	56	503	62	-	38	21
If more had been done to raise awareness about judicial office earlier in my career	47	<1	53	517	55	-	45	22
If there were mentoring schemes	64	2	34	518	64	-	36	22
If there were work shadowing schemes	61	3	36	517	68	-	32	22
Better guidance/training on the appointment process	66	1	33	516	64	-	36	22
Better guidance/training on the competence requirements	64	1	35	517	76	-	24	21
Practical information about the lifestyle demands of the role	50	1	49	516	64	-	36	22
Opportunity to experience a wider range of work	61	3	36	517	77	-	23	22
More judicial skills training	75	1	24	516	68	5	27	22
Additional pressures of the judicial office	7	23	70	518	5	18	77	22
Isolated nature of the role	3	32	65	515	4	32	64	22
Disruption to family or private life	2	41	57	513	-	36	64	22
The emphasis on specific skills, rather than on specific experience, in the criteria for judicial appointment (ie transferable skills developed in a specialised role(s))	43	13	44	508	46	9	44	22

\* Note: small sample size.

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

### 5.8 Encouraging/Discouraging Factors by Religion

**Table 5.136 The intellectual and personal qualities needed to perform the duties of judicial office**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
Church of Scotland	67	13	19	181
Roman Catholic	80	4	16	81
Other Christian	88	2	9	43
Other	64	18	18	11
None	76	9	15	220

**Table 5.137 The type of work available on judicial appointment**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
Church of Scotland	62	20	18	182
Roman Catholic	75	12	12	81
Other Christian	77	16	7	43
Other	73	27	-	11
None	63	20	17	221

**Table 5.138 The change of career focus involved in becoming a judge**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
Church of Scotland	56	16	28	181
Roman Catholic	68	10	22	82
Other Christian	63	2	35	43
Other	64	18	18	11
None	59	16	24	217

**Table 5.139 The move from being paid for specific items of work to being salaried**

	It would encourage me to apply (%)	It would discourage me from applying (%)	It would have no effect (%)	N
Church of Scotland	31	5	64	181
Roman Catholic	29	6	65	82
Other Christian	34	5	61	44
Other	27	9	64	11
None	31	6	63	217

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.140 Increase in earnings**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	44	1	55	178
Roman Catholic	42	-	58	80
Other Christian	55	-	45	42
Other	45	-	55	11
None	46	1	53	215

**Table 5.141 Reduction in earnings**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	1	37	62	167
Roman Catholic	-	44	56	77
Other Christian	-	45	55	42
Other	9	27	64	11
None	1	45	54	204

**Table 5.142 Judicial pension arrangements**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	71	<1	29	184
Roman Catholic	77	-	23	83
Other Christian	71	-	29	44
Other	64	9	27	11
None	72	<1	27	220

**Table 5.143 Judicial status/prestige**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	43	3	53	182
Roman Catholic	53	1	46	83
Other Christian	34	2	64	44
Other	36	-	64	11
None	52	1	47	220

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.144 The tenure and security of judicial office**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	56	1	43	183
Roman Catholic	72	-	28	82
Other Christian	66	-	34	44
Other	50	-	50	10
None	64	1	35	217

**Table 5.145 Use of a slate in shrieval appointments**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	10	13	77	167
Roman Catholic	4	18	78	81
Other Christian	3	20	77	39
Other	11	-	89	9
None	4	25	71	202

**Table 5.146 Level of compatibility with child rearing responsibilities**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	10	12	78	182
Roman Catholic	22	14	64	83
Other Christian	12	15	73	41
Other	9	-	91	11
None	12	16	73	216

**Table 5.147 Level of compatibility with carer responsibilities**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	11	8	81	177
Roman Catholic	15	8	77	83
Other Christian	5	9	86	42
Other	-	-	100	9
None	12	12	77	214

5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.148 The public service element of judicial office**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	70	2	28	183
Roman Catholic	77	2	21	82
Other Christian	80	-	20	44
Other	73	-	27	11
None	66	3	31	219

**Table 5.149 The degree of public exposure that the role entails**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	7	32	61	184
Roman Catholic	9	34	57	82
Other Christian	16	23	61	44
Other	27	27	56	11
None	11	26	63	220

**Table 5.150 The geographical location of the post**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	19	36	45	181
Roman Catholic	20	35	45	82
Other Christian	24	31	45	42
Other	36	27	36	11
None	25	27	49	218

**Table 5.151 The need to work in different geographical locations, sometimes at short notice**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	8	46	46	182
Roman Catholic	7	42	51	83
Other Christian	11	36	52	44
Other	-	55	45	11
None	6	44	50	220

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.152 The requirement to fill in an application form**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	5	15	79	184
Roman Catholic	6	22	72	83
Other Christian	5	25	70	44
Other	-	18	82	11
None	5	19	76	221

**Table 5.153 The interview process**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	8	21	71	183
Roman Catholic	5	18	77	83
Other Christian	4	30	66	44
Other	18	-	82	11
None	6	21	73	221

**Table 5.154 The competitiveness of the process**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	8	20	72	182
Roman Catholic	7	27	66	83
Other Christian	2	23	74	43
Other	18	18	64	11
None	7	26	67	219

**Table 5.155 My level of confidence that the process results in the appointment of the most suitable people**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	15	37	48	183
Roman Catholic	25	42	33	83
Other Christian	14	36	50	42
Other	18	55	27	11
None	18	45	37	220

**Table 5.156 General levels of confidence within the profession that the process results in the appointment of the most suitable people**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	18	39	43	182
Roman Catholic	22	43	35	83
Other Christian	17	36	48	42
Other	20	50	30	10
None	17	42	41	219

**Table 5.157 The requirement to identify suitable referees**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	12	16	72	186
Roman Catholic	13	13	73	82
Other Christian	7	22	71	45
Other	27	18	55	11
None	10	21	69	219

**Table 5.158 The requirement to submit to criminal record checks**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	10	1	89	186
Roman Catholic	12	-	88	81
Other Christian	5	2	93	44
Other	9	9	82	11
None	9	1	90	218

**Table 5.159 The requirement to submit to questions about my health**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	9	7	84	185
Roman Catholic	7	4	89	82
Other Christian	2	11	87	45
Other	9	18	73	11
None	6	6	88	218

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.160 My level of confidence in the confidentiality of the process**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	20	22	59	184
Roman Catholic	23	17	60	82
Other Christian	18	24	58	45
Other	18	27	55	11
None	19	20	61	218

**Table 5.161 Change from self employed status to salaried status**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	19	6	75	184
Roman Catholic	14	5	81	81
Other Christian	13	4	82	45
Other	9	9	82	11
None	20	9	71	218

**Table 5.162 If there were changes to the eligibility criteria**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	21	5	74	181
Roman Catholic	23	6	71	80
Other Christian	28	2	70	40
Other	30	-	70	10
None	28	6	66	212

**Table 5.163 If there were flexibility working options**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	52	2	46	186
Roman Catholic	46	-	54	82
Other Christian	46	-	54	44
Other	64	-	36	11
None	54	1	45	218

## 5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.164 If there were career breaks**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	39	3	59	186
Roman Catholic	39	-	61	82
Other Christian	29	-	71	44
Other	55	-	45	11
None	43	2	56	216

**Table 5.165 If there was more practical information about the nature of the work of a judge**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	46	<1	54	186
Roman Catholic	49	1	50	82
Other Christian	61	-	39	43
Other	45	-	55	11
None	44	-	56	217

**Table 5.166 If there were changes to the appointments process**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	36	2	62	184
Roman Catholic	47	-	53	81
Other Christian	59	-	41	41
Other	27	-	73	11
None	45	1	54	209

**Table 5.167 If more had been done to raise awareness about judicial office earlier in my career**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	50	-	50	187
Roman Catholic	48	-	52	81
Other Christian	52	2	46	44
Other	73	-	27	11
None	41	-	59	218

5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.168 If there were mentoring schemes**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	63	2	35	187
Roman Catholic	67	2	31	82
Other Christian	61	-	39	44
Other	100	-	-	11
None	62	1	37	218

**Table 5.169 If there were work shadowing schemes**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	62	2	36	187
Roman Catholic	62	4	35	81
Other Christian	66	-	34	44
Other	100	-	-	11
None	59	3	38	218

**Table 5.170 Better guidance/training on the appointment process**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	64	<1	36	185
Roman Catholic	68	1	31	82
Other Christian	71	-	29	44
Other	82	-	18	11
None	64	1	35	218

**Table 5.171 Better guidance/training on the competence requirements**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	65	<1	34	186
Roman Catholic	68	1	31	82
Other Christian	66	-	34	44
Other	82	-	18	11
None	61	<1	39	217

5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.172 Practical information about the lifestyle demands of the role**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	50	<1	50	186
Roman Catholic	56	1	43	82
Other Christian	57	-	43	44
Other	46	-	54	11
None	49	1	50	217

**Table 5.173 Opportunity to experience a wider range of work**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	63	1	36	184
Roman Catholic	72	-	28	82
Other Christian	71	2	27	44
Other	91	-	9	11
None	67	4	29	218

**Table 5.174 More judicial skills training**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	74	<1	28	185
Roman Catholic	79	1	20	82
Other Christian	73	2	25	44
Other	73	9	18	11
None	74	2	24	218

**Table 5.175 Additional pressures of the judicial office**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	7	23	70	186
Roman Catholic	5	21	74	82
Other Christian	2	27	71	45
Other	27	27	46	11
None	7	23	70	218

5 Differences in Attitudes Towards Factors which Encourage/Discourage Applications

**Table 5.176 Isolated nature of the role**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	4	28	68	185
Roman Catholic	2	28	70	82
Other Christian	2	43	55	44
Other	18	27	55	11
None	2	34	64	217

**Table 5.177 Disruption to family or private life**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	2	39	59	186
Roman Catholic	2	40	58	81
Other Christian	-	45	55	44
Other	9	55	36	11
None	1	41	58	215

**Table 5.178 The emphasis on specific skills, rather than on specific experience, in the criteria for judicial appointments (ie transferable skills developed in a specialised role(s))**

	<b>It would encourage me to apply (%)</b>	<b>It would discourage me from applying (%)</b>	<b>It would have no effect (%)</b>	<b>N</b>
Church of Scotland	43	11	46	183
Roman Catholic	38	14	48	81
Other Christian	50	7	43	44
Other	70	20	10	10
None	43	14	43	214

## 6 Differences in Influencing Factors: Work-Related

## 6.1 Influence of Work Related Factors by Eligibility

**Table 6.1 Influence of Work Related Factors by Eligibility: Does**

	Does: Eligible (%)							Does: Ineligible (%)						
	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N
Being a solicitor	25	25	18	14	9	9	1212	35	26	13	9	5	11	927
Being a solicitor advocate	33	39	13	4	3	9	1201	35	37	10	4	1	13	916
Being an advocate	61	23	6	2	1	7	1216	63	23	3	1	<1	10	927
Being Queen's Counsel	75	13	4	1	<1	7	1209	72	14	3	<1	-	10	922
Experience as a part-time or temporary judicial office holder	61	27	4	-	<1	8	1216	58	28	3	-	-	11	928
Having worked as an Advocate Depute	48	33	8	<1	<1	11	1203	41	35	8	<1	<1	14	908
Working mainly in criminal law	18	33	24	8	4	13	1219	15	31	28	6	1	19	922
Working mainly in civil litigation including family law	14	40	26	5	1	13	1215	9	35	30	5	1	20	929
Working mainly in commercial litigation	9	35	32	7	2	15	1206	8	29	34	7	1	21	920
Working part-time	2	1	24	24	30	19	1202	2	4	25	26	25	18	922
Being a partner	12	27	41	2	1	16	1205	13	31	33	3	1	18	918
Having experience of litigating in the Court of Session	34	40	14	1	<1	11	1217	42	36	9	<1	-	13	929
Having experience in litigating in the High Court of Justiciary	35	41	12	<1	<1	11	1212	42	36	8	-	-	14	928
Having experience of appearing before the Judicial Committee of the House of Lords and/or Privy Council	30	34	21	1	<1	15	1207	38	32	13	-	-	17	922
Having Sheriff court experience	44	34	13	1	1	8	1215	43	31	14	1	<1	11	925
Having little experience in the courts covered by the particular office	3	5	13	18	49	12	1214	4	5	14	17	45	15	911
Having no court experience	3	1	7	10	67	11	1207	5	2	6	7	68	13	909
Having Tribunal experience (either as a Chair/Judge or Member)	16	53	13	3	2	13	1213	11	50	16	3	2	19	919
Having transferable skills and potential	16	29	31	3	2	18	1210	24	27	27	2	1	19	921

**Table 6.2 Influence of Work Related Factors by Eligibility: Should**

	Should: Eligible (%)							Should: Ineligible (%)						
	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N
Being a solicitor	39	27	28	2	2	2	1206	50	29	16	2	1	2	901
Being a solicitor advocate	36	36	24	2	1	2	1197	41	38	17	1	<1	2	891
Being an advocate	37	33	26	1	1	1	1198	48	34	15	1	<1	2	885
Being Queen's Counsel	48	28	21	1	1	2	1189	50	33	14	<1	<1	2	887
Experience as a part-time or temporary judicial office holder	50	39	10	<1	-	1	1208	51	39	8	-	-	3	889
Having worked as an Advocate Depute	23	41	32	1	1	4	1186	28	43	23	<1	<1	5	872
Working mainly in criminal law	10	33	46	5	2	3	1206	10	31	49	5	1	4	886
Working mainly in civil litigation including family law	14	39	41	2	1	3	1205	12	32	48	2	1	5	887
Working mainly in commercial litigation	9	36	46	4	1	4	1198	8	30	53	3	1	5	886
Working part-time	1	3	64	16	12	4	1191	2	3	72	13	6	4	890
Being a partner	6	22	66	1	1	5	1192	5	20	68	2	1	4	881
Having experience of litigating in the Court of Session	25	45	27	1	<1	2	1219	38	44	15	<1	<1	2	896
Having experience in litigating in the High Court of Justiciary	23	47	26	1	<1	2	1210	36	46	15	<1	<1	3	891
Having experience of appearing before the Judicial Committee of the House of Lords and/or Privy Council	19	39	38	1	<1	4	1204	28	44	22	1	-	4	884
Having Sheriff court experience	51	38	9	<1	<1	1	1215	52	37	9	1	-	2	894
Having little experience in the courts covered by the particular office	4	4	19	23	47	2	1193	4	5	22	23	41	3	895
Having no court experience	4	2	9	13	70	2	1203	5	2	10	16	65	3	891
Having Tribunal experience (either as a Chair/Judge or Member)	17	57	20	2	2	2	1211	15	55	22	2	1	6	897
Having transferable skills and potential	44	38	11	1	1	6	1215	55	31	9	1	1	4	909

## 6.2 Influence of Work Related Factors by Professional Group

Table 6.3 Does: Being a Solicitor

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	22	15	26	9	17	11	81
Part-time judicial office	22	34	18	16	7	1	67
Advocate	23	24	20	10	13	9	137
Solicitor-Advocate	24	12	29	14	20	2	59
Solicitor	31	26	15	12	6	11	1766
None of these	34	22	20	20	0	5	41

Table 6.4 Does: Being a Solicitor Advocate

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	26	25	17	9	8	16	77
Part-time judicial office	31	42	15	6	3	3	67
Advocate	23	33	19	12	4	10	138
Solicitor-Advocate	17	44	19	7	10	3	59
Solicitor	36	38	10	3	1	11	1746
None of these	30	60	5	0	0	5	40

Table 6.5 Does: Being an Advocate

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	35	24	24	4	4	9	79
Part-time judicial office	56	29	10	1	1	1	68
Advocate	34	29	11	13	6	7	136
Solicitor-Advocate	63	35	2	0	0	0	57
Solicitor	66	21	3	0	0	9	1772
None of these	48	48	0	0	0	5	40

**Table 6.6 Does: Being Queen's Counsel**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	66	18	7	2	1	5	82
Part-time judicial office	72	16	7	1	1	1	67
Advocate	67	17	3	4	2	7	137
Solicitor-Advocate	84	12	2	0	0	2	58
Solicitor	75	13	3	0	0	9	1758
None of these	73	17	2	0	0	7	41

**Table 6.7 Does: Experience as a part-time or temporary judicial office**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	51	35	6	0	0	9	81
Part-time judicial office	57	32	7	0	0	3	68
Advocate	50	36	7	0	0	7	139
Solicitor-Advocate	69	25	2	0	0	3	59
Solicitor	61	26	3	0	0	10	1767
None of these	45	48	0	0	0	8	40

**Table 6.8 Does: Having worked as an Advocate Depute**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	32	46	12	0	0	10	81
Part-time judicial office	46	38	7	0	0	9	68
Advocate	38	50	6	0	0	6	139
Solicitor-Advocate	50	40	5	0	0	5	58
Solicitor	46	31	8	0	0	14	1737
None of these	28	53	13	0	0	8	40

**Table 6.9 Does: Working mainly in criminal law**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	6	28	33	13	7	12	82
Part-time judicial office	9	46	25	7	6	7	68
Advocate	13	21	34	15	6	11	140
Solicitor-Advocate	8	32	25	15	10	8	59
Solicitor	18	33	25	6	2	17	1762
None of these	8	40	40	3	0	10	40

**Table 6.10 Does: Working mainly in civil litigation including family law**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	18	35	32	2	0	12	82
Part-time judicial office	9	43	35	7	0	6	68
Advocate	12	35	38	4	1	11	141
Solicitor-Advocate	7	45	28	7	3	10	58
Solicitor	12	38	26	5	1	17	1767
None of these	3	46	33	8	0	10	39

**Table 6.11 Does: Working mainly in commercial litigation**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	18	30	30	5	1	16	80
Part-time judicial office	7	31	40	10	3	9	68
Advocate	9	30	43	4	1	13	141
Solicitor-Advocate	12	32	35	5	4	12	57
Solicitor	8	33	32	7	2	18	1751
None of these	5	38	35	13	0	10	40

**Table 6.12 Does: Working part-time**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	3	1	24	19	28	24	78
Part-time judicial office	0	5	32	24	29	11	66
Advocate	1	2	22	31	21	23	140
Solicitor-Advocate	2	4	12	28	30	25	57
Solicitor	2	2	25	24	28	18	1755
None of these	3	3	31	31	23	10	39

**Table 6.13 Does: Being a partner**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	5	24	48	3	1	20	80
Part-time judicial office	12	27	53	0	0	8	66
Advocate	5	18	46	4	4	22	138
Solicitor-Advocate	12	28	30	0	7	23	57
Solicitor	14	30	36	3	1	17	1754
None of these	13	35	40	5	0	8	40

**Table 6.14 Does: Having experience of litigating in the Court of Session**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	40	32	17	1	0	10	82
Part-time judicial office	23	42	26	0	0	9	69
Advocate	40	32	14	3	1	9	141
Solicitor-Advocate	40	42	7	0	0	11	57
Solicitor	38	39	11	0	0	12	1768
None of these	32	46	15	2	0	5	41

**Table 6.15 Does: Having experience in litigating in the High Court of Justiciary**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	37	38	16	0	0	10	82
Part-time judicial office	28	42	21	0	0	9	67
Advocate	38	38	12	1	2	9	141
Solicitor-Advocate	35	46	9	2	0	9	57
Solicitor	38	39	10	0	0	13	1764
None of these	35	48	13	0	0	5	40

**Table 6.16 Does: Having experience of appearing before the Judicial Committee of the House of Lords and/or Privy Council**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	33	34	19	0	0	15	80
Part-time judicial office	28	31	28	1	0	12	68
Advocate	25	38	22	1	1	13	141
Solicitor-Advocate	33	41	16	0	0	10	58
Solicitor	34	32	17	0	0	16	1753
None of these	38	33	20	0	0	10	40

**Table 6.17 Does: Having Sheriff court experience**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	37	35	17	1	1	9	82
Part-time judicial office	55	24	18	0	0	3	67
Advocate	28	33	28	2	1	9	141
Solicitor-Advocate	28	38	24	2	2	7	58
Solicitor	46	32	11	1	0	10	1765
None of these	31	49	15	0	0	5	39

**Table 6.18 Does: Having little experience in the courts covered by the particular office**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	2	1	7	26	52	11	82
Part-time judicial office	7	4	12	26	43	7	68
Advocate	3	6	15	18	43	15	139
Solicitor-Advocate	4	5	12	21	49	9	57
Solicitor	3	5	14	17	47	13	1749
None of these	3	5	10	28	43	13	40

**Table 6.19 Does: Having no court experience**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	4	0	7	9	71	10	82
Part-time judicial office	6	1	4	15	66	7	68
Advocate	2	1	7	14	58	17	139
Solicitor-Advocate	4	2	5	14	66	9	56
Solicitor	4	2	7	8	68	12	1744
None of these	3	0	5	13	74	5	39

**Table 6.20 Does: Having Tribunal experience (either as a Chair/Judge or Member)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	8	63	13	3	1	14	80
Part-time judicial office	24	46	10	3	6	10	67
Advocate	12	51	18	3	2	14	140
Solicitor-Advocate	20	43	16	4	4	14	56
Solicitor	14	51	14	3	2	16	1760
None of these	15	63	7	2	0	12	41

**Table 6.21 Does: Having transferable skills and potential**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	24	39	14	3	0	21	80
Part-time judicial office	19	35	24	4	4	13	68
Advocate	18	28	29	4	1	21	140
Solicitor-Advocate	21	26	30	4	0	19	57
Solicitor	20	28	30	2	2	19	1757
None of these	15	27	39	5	0	15	41

**Table 6.22 Should: Being a Solicitor**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	24	13	45	6	10	2	83
Part-time judicial office	39	27	32	0	2	0	66
Advocate	13	28	31	14	13	2	136
Solicitor-Advocate	32	27	39	2	0	0	59
Solicitor	48	28	21	1	0	2	1734
None of these	35	50	13	0	0	3	40

**Table 6.23 Should: Being a solicitor advocate**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	25	25	36	9	2	4	81
Part-time judicial office	33	34	28	4	0	0	67
Advocate	17	39	25	11	6	2	133
Solicitor-Advocate	46	39	15	0	0	0	59
Solicitor	41	37	20	0	0	2	1720
None of these	39	47	13	0	0	0	38

**Table 6.24 Should: Being an advocate**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	32	22	40	1	4	1	81
Part-time judicial office	32	32	32	5	0	0	66
Advocate	38	39	17	4	2	1	136
Solicitor-Advocate	36	38	24	2	0	0	58
Solicitor	43	34	21	1	0	2	1713
None of these	46	41	10	3	0	0	39

**Table 6.25 Should: Being Queen's Counsel**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	55	16	28	0	0	1	80
Part-time judicial office	46	32	17	5	0	0	65
Advocate	68	24	7	0	1	1	139
Solicitor-Advocate	56	25	17	2	0	0	59
Solicitor	47	31	19	0	0	2	1707
None of these	49	38	14	0	0	0	37

**Table 6.26 Should: Experience as a part-time or temporary judicial office holder**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	62	29	7	1	0	0	82
Part-time judicial office	68	29	3	0	0	0	68
Advocate	46	46	7	0	0	1	143
Solicitor-Advocate	41	45	14	0	0	0	58
Solicitor	49	39	10	0	0	2	1718
None of these	50	39	8	0	0	3	38

**Table 6.27 Should: Having worked as an Advocate Depute**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	34	39	23	1	0	4	80
Part-time judicial office	15	46	33	0	0	6	67
Advocate	24	52	22	1	0	1	143
Solicitor-Advocate	22	38	40	0	0	0	58
Solicitor	26	40	29	0	0	5	1682
None of these	18	55	24	0	0	3	38

**Table 6.28 Should: Working mainly in criminal law**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	12	23	52	10	1	1	82
Part-time judicial office	7	31	45	10	1	4	67
Advocate	6	31	49	7	4	3	142
Solicitor-Advocate	12	45	35	5	3	0	60
Solicitor	11	33	47	4	2	4	1714
None of these	3	33	59	0	3	3	39

**Table 6.29 Should: Working mainly in civil litigation including family law**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	16	36	46	1	0	1	83
Part-time judicial office	7	39	48	3	0	3	67
Advocate	13	35	48	0	1	3	143
Solicitor-Advocate	12	43	42	3	0	0	60
Solicitor	13	36	43	2	1	4	1712
None of these	5	26	64	0	3	3	39

**Table 6.30 Should: Working mainly in commercial litigation**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	11	30	50	5	0	4	82
Part-time judicial office	6	33	54	0	1	6	67
Advocate	7	31	55	3	1	3	143
Solicitor-Advocate	12	34	49	5	0	0	59
Solicitor	9	35	48	3	1	4	1706
None of these	5	23	64	3	0	5	39

**Table 6.31 Should: Working part-time**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	1	4	53	16	19	6	79
Part-time judicial office	0	3	64	19	12	1	67
Advocate	1	4	50	24	16	5	143
Solicitor-Advocate	3	2	62	23	7	3	60
Solicitor	1	3	70	13	8	4	1705
None of these	0	5	79	11	3	3	38

**Table 6.32 Should: Being a partner**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	7	23	58	0	2	9	81
Part-time judicial office	6	28	63	0	0	3	67
Advocate	1	13	68	4	6	8	139
Solicitor-Advocate	7	32	59	2	0	0	59
Solicitor	6	21	67	1	1	4	1700
None of these	0	13	82	0	0	5	38

**Table 6.33 Should: Having experience of litigating in the Court of Session**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	41	38	16	1	0	4	85
Part-time judicial office	15	44	38	0	0	3	68
Advocate	55	35	9	1	0	1	143
Solicitor-Advocate	36	53	12	0	0	0	59
Solicitor	29	45	23	1	0	2	1733
None of these	26	55	16	0	3	0	38

**Table 6.34 Should: Having experience in litigating in the High Court of Justiciary**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	39	43	15	1	0	1	84
Part-time judicial office	15	42	39	0	0	3	66
Advocate	46	46	6	1	0	1	143
Solicitor-Advocate	33	55	12	0	0	0	58
Solicitor	27	46	23	1	0	3	1723
None of these	28	51	18	0	3	0	39

**Table 6.35 Should: Having experience of appearing before the Judicial Committee of the House of Lords and/or Privy Council**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	30	40	28	1	0	1	81
Part-time judicial office	15	31	49	0	0	4	67
Advocate	30	49	20	1	0	1	142
Solicitor-Advocate	28	40	33	0	0	0	58
Solicitor	22	41	32	1	0	4	1713
None of these	32	37	24	3	0	5	38

**Table 6.36 Should: Having Sheriff court experience**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	50	37	12	0	0	1	84
Part-time judicial office	55	34	9	0	0	1	67
Advocate	29	51	19	1	0	1	143
Solicitor-Advocate	56	37	7	0	0	0	59
Solicitor	54	36	8	0	0	2	1730
None of these	35	51	11	3	0	0	37

**Table 6.37 Should: Having little experience in the courts covered by the particular office**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	4	2	10	27	56	1	82
Part-time judicial office	12	5	15	23	45	0	66
Advocate	2	4	10	17	65	2	141
Solicitor-Advocate	7	7	12	17	58	0	59
Solicitor	4	5	22	23	42	3	1714
None of these	0	8	27	35	24	5	37

**Table 6.38 Should: Having no court experience**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	4	2	4	10	79	2	84
Part-time judicial office	4	1	7	12	75	0	68
Advocate	3	0	4	5	84	4	141
Solicitor-Advocate	5	2	0	8	85	0	59
Solicitor	5	2	10	15	65	3	1716
None of these	0	0	11	35	54	0	37

**Table 6.39 Should: Having Tribunal experience (either as a Chair/Judge or Member)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	20	58	14	5	0	2	84
Part-time judicial office	40	44	13	0	3	0	68
Advocate	16	54	24	1	2	2	143
Solicitor-Advocate	17	58	17	5	2	2	59
Solicitor	15	57	21	2	2	4	1727
None of these	18	45	32	3	0	3	38

**Table 6.40 Should: Having transferable skills and potential**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office	40	40	11	1	0	9	81
Part-time judicial office	50	32	9	3	1	4	68
Advocate	34	40	16	3	1	6	141
Solicitor-Advocate	43	42	7	2	0	7	60
Solicitor	50	34	10	0	1	5	1748
None of these	43	38	16	0	0	3	37

## 6.3 Influence of Work Related Factors by Gender

Table 6.41 Work Related Factors that Do Affect the Outcome by Gender

	Male (%)							Female (%)						
	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N
Being a solicitor	26	26	18	13	8	9	1219	35	24	13	10	6	11	917
Being a solicitor advocate	30	39	13	5	2	10	1200	39	36	9	3	2	12	912
Being an advocate	60	25	6	2	1	7	1220	66	20	3	1	1	10	917
Being Queen's Counsel	75	13	3	1	<1	7	1220	72	13	4	<1	<1	10	908
Experience as a part-time or temporary judicial office holder	59	29	4	0	0	8	1224	62	25	3	0	0	11	915
Having worked as an Advocate Depute	45	35	9	<1	<1	11	1211	45	32	8	<1	<1	15	897
Working mainly in criminal law	16	34	26	9	3	13	1225	18	30	26	5	2	18	911
Working mainly in civil litigation including family law	12	41	28	5	1	14	1224	12	35	27	6	1	19	916
Working mainly in commercial litigation	9	34	34	6	2	14	1215	8	31	32	7	2	20	907
Working part-time	1	2	29	26	25	19	1206	3	3	21	23	31	18	915
Being a partner	9	29	42	3	2	16	1208	17	29	33	2	1	18	912
Having experience of litigating in the Court of Session	36	41	13	1	<1	10	1225	40	35	10	1	<1	14	918
Having experience in litigating in the High Court of Justiciary	35	42	12	<1	<1	11	1223	42	35	9	0	<1	14	913
Having experience of appearing before the Judicial Committee of the House of Lords and/or Privy Council	31	34	21	<1	<1	14	1216	37	32	14	<1	<1	18	909
Having Sheriff court experience	42	34	13	1	1	9	1228	46	30	13	1	<1	10	909
Having little experience in the courts covered by the particular office	4	5	13	19	49	12	1217	3	6	15	17	45	14	903
Having no court experience	4	1	6	9	68	11	1217	4	2	8	8	66	12	897
Having Tribunal experience (either as a Chair/Judge or Member)	14	53	15	3	2	14	1218	14	49	13	3	2	18	911
Having transferable skills and potential	17	32	30	3	1	18	1220	25	24	28	2	2	19	908

**Table 6.42 Work Related Factors that Should Affect the Outcome by Gender**

	Male (%)							Female (%)						
	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N
Being a solicitor	38	30	26	2	3	2	1204	51	26	18	2	<1	2	898
Being a solicitor advocate	36	39	21	2	1	2	1191	42	35	20	1	0	2	891
Being an advocate	39	36	22	1	1	1	1195	45	32	21	1	<1	2	883
Being Queen's Counsel	51	30	17	1	1	2	1193	45	31	20	1	0	3	878
Experience as a part-time or temporary judicial office holder	50	38	9	0	0	2	1204	49	39	10	0	0	2	887
Having worked as an Advocate Depute	24	42	29	1	<1	4	1187	27	42	27	0	0	5	865
Working mainly in criminal law	9	34	47	6	2	3	1202	11	31	48	4	2	4	886
Working mainly in civil litigation including family law	13	38	43	2	1	3	1202	13	34	46	2	1	4	886
Working mainly in commercial litigation	9	36	48	3	1	3	1199	9	32	50	3	1	5	881
Working part-time	1	3	59	19	13	5	1188	1	3	79	9	4	3	888
Being a partner	6	22	64	2	1	5	1186	5	19	70	1	1	4	882
Having experience of litigating in the Court of Session	30	44	22	1	<1	2	1216	31	46	21	1	<1	2	894
Having experience in litigating in the High Court of Justiciary	28	46	22	1	<1	3	1214	29	47	21	<1	<1	3	883
Having experience of appearing before the Judicial Committee of the House of Lords and/or Privy Council	23	39	33	1	<1	4	1203	23	44	29	1	0	4	880
Having Sheriff court experience	49	40	9	<1	<1	2	1217	55	34	8	1	0	1	887
Having little experience in the courts covered by the particular office	4	4	19	24	47	3	1201	4	5	23	23	42	3	882
Having no court experience	4	2	9	13	70	3	1200	5	3	10	16	65	2	889
Having Tribunal experience (either as a Chair/Judge or Member)	15	57	21	2	2	3	1212	17	55	20	3	1	5	891
Having transferable skills and potential	40	38	13	1	1	7	1216	60	30	7	<1	<1	3	903

## 6.4 Influence of Work Related Factors by Age

Table 6.43 Does: Being a Solicitor

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	36	30	10	5	2	17	135
26 to 35	35	27	14	8	5	12	531
36 to 45	28	23	18	16	9	7	544
46 to 55	25	26	17	14	9	10	596
56 to 65	30	22	17	10	12	9	295
66 to 72	48	28	8	12	-	4	25
72 and older	33	50	6	6	6	-	18

Table 6.44 Does: Being a Solicitor Advocate

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	39	42	3	2	-	14	133
26 to 35	31	41	10	3	1	14	529
36 to 45	29	40	15	6	1	9	539
46 to 55	37	37	10	3	3	9	588
56 to 65	38	32	12	4	4	10	291
66 to 72	60	20	12	4	-	4	25
72 and older	44	38	6	13	-	-	16

Table 6.45 Does: Being an Advocate

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	61	26	2	-	-	12	133
26 to 35	63	23	2	<1	-	12	530
36 to 45	63	23	5	1	1	6	553
46 to 55	62	24	5	2	1	6	593
56 to 65	60	21	9	2	1	6	297
66 to 72	67	21	4	-	4	4	24
72 and older	69	25	6	-	-	-	16

**Table 6.46 Does: Being Queen's Counsel**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	62	22	3	-	-	13	133
26 to 35	71	14	2	<1	-	13	524
36 to 45	76	12	4	1	<1	7	552
46 to 55	77	12	3	1	<1	6	589
56 to 65	73	14	5	1	1	6	297
66 to 72	92	4	4	-	-	-	25
72 and older	81	13	6	-	-	-	16

**Table 6.47 Does: Experience as a part-time or temporary judicial office holder**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	47	34	6	-	-	14	131
26 to 35	60	26	2	-	-	13	530
36 to 45	65	25	4	-	-	7	554
46 to 55	60	29	3	-	<1	9	592
56 to 65	60	30	6	-	-	6	298
66 to 72	65	31	4	-	-	-	26
72 and older	60	30	6	-	-	6	17

**Table 6.48 Does: Having worked as an Advocate Depute**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	36	39	10	-	-	16	129
26 to 35	40	36	7	<1	-	18	517
36 to 45	44	33	11	<1	<1	11	544
46 to 55	50	32	8	<1	<1	9	593
56 to 65	50	32	8	<1	<1	10	293
66 to 72	38	46	17	-	-	-	24
72 and older	56	38	6	-	-	-	16

**Table 6.49 Does: Working mainly in criminal law**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	13	33	32	3	1	18	130
26 to 35	13	30	29	6	1	22	525
36 to 45	17	33	25	7	3	16	546
46 to 55	20	33	23	8	3	12	598
56 to 65	18	33	25	10	4	10	302
66 to 72	12	39	25	4	4	8	26
72 and older	22	44	22	6	6	-	18

**Table 6.50 Does: Working mainly in civil litigation including family law**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	7	38	32	3	1	20	132
26 to 35	9	32	31	5	1	23	529
36 to 45	11	39	28	6	2	16	549
46 to 55	15	40	26	5	1	12	297
56 to 65	16	42	26	5	1	10	299
66 to 72	8	58	23	4	-	8	26
72 and older	12	59	30	-	-	-	17

**Table 6.51 Does: Working mainly in commercial litigation**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	3	31	37	7	2	20	131
26 to 35	7	28	36	5	1	23	529
36 to 45	9	33	30	7	2	19	541
46 to 55	11	33	33	8	2	13	589
56 to 65	10	37	32	7	2	13	298
66 to 72	4	50	35	-	4	8	26
72 and older	12	59	30	-	-	-	17

**Table 6.52 Does: Working part-time**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	3	4	27	28	22	17	133
26 to 35	3	3	22	29	24	20	528
36 to 45	2	2	23	23	34	16	549
46 to 55	2	1	25	25	29	18	584
56 to 65	2	1	29	20	27	21	293
66 to 72	-	4	23	27	23	23	26
72 and older	6	18	24	24	12	18	17

**Table 6.53 Does: Being a partner**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	8	36	35	4	2	16	134
26 to 35	13	33	28	3	1	22	524
36 to 45	18	27	36	2	1	15	545
46 to 55	11	26	46	2	2	15	589
56 to 65	8	28	42	3	2	18	292
66 to 72	8	12	62	-	-	19	26
72 and older	-	33	50	-	-	17	18

**Table 6.54 Does: Having experience of litigating in the Court of Session**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	42	40	6	-	-	12	132
26 to 35	39	38	7	-	-	16	532
36 to 45	37	39	13	1	<1	11	549
46 to 55	36	40	14	1	<1	9	597
56 to 65	36	38	15	<1	1	10	298
66 to 72	39	46	15	-	-	-	26
72 and older	59	30	12	-	-	-	17

**Table 6.55 Does: Having experience in litigating in the High Court of Justiciary**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	42	42	6	-	-	11	130
26 to 35	38	37	7	-	-	18	532
36 to 45	38	40	11	<1	<1	10	546
46 to 55	38	38	13	1	<1	10	597
56 to 65	35	41	12	<1	1	11	298
66 to 72	36	48	16	-	-	-	25
72 and older	59	30	12	-	-	-	17

**Table 6.56 Does: Having experience of appearing before the Judicial Committee of the House of Lords and/or Privy Council**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	41	35	12	-	-	13	130
26 to 35	38	31	11	-	-	20	527
36 to 45	33	34	17	<1	<1	16	545
46 to 55	31	34	21	1	<1	13	596
56 to 65	28	31	25	1	<1	15	295
66 to 72	36	36	24	4	-	-	25
72 and older	25	38	25	-	-	13	16

**Table 6.57 Does: Having Sheriff court experience**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	40	42	5	1	-	12	130
26 to 35	43	28	15	1	<1	13	529
36 to 45	44	31	16	1	<1	8	548
46 to 55	42	35	13	1	1	8	593
56 to 65	48	33	9	1	1	7	302
66 to 72	54	42	4	-	-	-	26
72 and older	65	24	12	-	-	-	17

**Table 6.58 Does: Having little experience in the courts covered by the particular office**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	4	7	8	24	43	14	126
26 to 35	3	5	16	20	41	17	524
36 to 45	3	5	17	18	45	12	541
46 to 55	4	5	12	15	52	13	594
56 to 65	3	5	12	19	53	9	300
66 to 72	-	4	8	19	70	-	26
72 and older	17	11	17	17	33	6	18

**Table 6.59 Does: Having no court experience**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	5	3	5	6	70	11	128
26 to 35	4	2	5	8	67	14	520
36 to 45	3	1	10	8	67	11	540
46 to 55	5	1	6	9	67	12	590
56 to 65	4	2	6	10	69	9	299
66 to 72	8	-	-	8	85	-	26
72 and older	17	-	-	22	50	11	18

**Table 6.60 Does: Having Tribunal experience (either as a Chair/Judge or Member)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	9	55	14	4	1	17	130
26 to 35	11	48	15	2	2	23	530
36 to 45	16	53	14	2	1	14	643
46 to 55	17	52	13	3	3	12	595
56 to 65	13	50	18	4	2	14	297
66 to 72	-	72	4	12	8	4	25
72 and older	30	53	6	-	-	12	17

**Table 6.61 Does: Having transferable skills and potential**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	34	27	23	-	1	15	131
26 to 35	26	27	23	2	1	21	526
36 to 45	15	27	36	2	2	18	542
46 to 55	17	28	31	4	3	18	597
56 to 65	18	31	30	3	1	18	297
66 to 72	23	39	19	4	-	15	26
72 and older	18	47	12	-	-	24	17

**Table 6.62 Should: Being a Solicitor**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	43	37	13	2	-	5	130
26 to 35	50	29	16	2	1	2	519
36 to 45	43	25	27	2	1	2	532
46 to 55	40	30	25	2	2	2	587
56 to 65	43	21	29	4	3	1	301
66 to 72	44	36	12	4	-	4	25
72 and older	35	47	6	-	6	6	17

**Table 6.63 Should: Being a solicitor advocate**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	39	44	12	-	-	6	130
26 to 35	38	43	16	1	1	2	516
36 to 45	36	34	27	1	<1	2	526
46 to 55	39	36	22	2	1	1	578
56 to 65	41	34	21	2	1	1	299
66 to 72	56	20	16	4	-	4	25
72 and older	47	35	6	6	-	6	17

**Table 6.64 Should: Being an advocate**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	45	40	9	-	-	5	130
26 to 35	48	36	14	1	<1	1	513
36 to 45	37	32	28	1	<1	2	530
46 to 55	40	35	23	2	1	1	577
56 to 65	41	31	26	1	1	1	294
66 to 72	56	32	8	-	4	-	25
72 and older	53	29	12	-	-	6	17

**Table 6.65 Should: Being Queen's Counsel**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	42	42	9	-	-	7	130
26 to 35	50	34	13	-	<1	2	511
36 to 45	43	30	24	1	<1	2	523
46 to 55	52	28	19	1	1	1	575
56 to 65	50	26	21	1	<1	2	299
66 to 72	73	19	8	-	-	-	26
72 and older	63	25	6	-	-	6	16

**Table 6.66 Should: Experience as a part-time or temporary judicial office holder**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	49	40	6	-	-	6	125
26 to 35	50	39	8	-	-	3	516
36 to 45	48	41	9	-	-	2	531
46 to 55	50	37	12	-	-	1	583
56 to 65	52	38	9	<1	-	1	300
66 to 72	52	37	11	-	-	-	27
72 and older	67	22	6	-	-	6	18

**Table 6.67 Should: Having worked as an Advocate Depute**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	28	47	18	-	-	7	127
26 to 35	26	44	23	<1	-	6	504
36 to 45	20	40	35	-	<1	4	522
46 to 55	26	41	29	1	1	2	575
56 to 65	29	38	28	1	<1	4	291
66 to 72	36	44	20	-	-	-	25
72 and older	41	47	6	-	-	6	17

**Table 6.68 Should: Working mainly in criminal law**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	6	34	50	5	1	5	127
26 to 35	7	30	52	5	1	6	513
36 to 45	11	33	47	4	3	4	533
46 to 55	13	33	45	5	2	2	584
56 to 65	10	33	45	7	2	2	298
66 to 72	16	24	44	8	4	4	25
72 and older	13	5	25	6	-	6	16

**Table 6.69 Should: Working mainly in civil litigation including family law**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	9	30	53	2	1	5	127
26 to 35	8	33	50	2	<1	6	512
36 to 45	13	36	45	2	1	3	532
46 to 55	16	38	41	2	1	2	584
56 to 65	16	41	37	3	1	3	299
66 to 72	28	24	40	-	4	4	25
72 and older	12	53	29	-	-	6	17

**Table 6.70 Should: Working mainly in commercial litigation**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	6	31	54	5	-	5	128
26 to 35	7	31	54	2	<1	6	511
36 to 45	9	31	50	3	2	5	530
46 to 55	11	35	47	4	1	2	579
56 to 65	10	41	41	4	1	4	298
66 to 72	8	40	44	-	4	4	25
72 and older	6	59	29	-	-	6	17

**Table 6.71 Should: Working part-time**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	2	2	67	21	5	2	129
26 to 35	1	2	74	12	5	5	515
36 to 45	1	3	77	11	6	3	529
46 to 55	1	4	64	15	12	4	579
56 to 65	1	3	51	21	18	6	292
66 to 72	-	8	39	23	19	12	26
72 and older	7	27	4	13	7	7	15

**Table 6.72 Should: Being a partner**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	4	20	71	-	2	3	125
26 to 35	4	22	67	2	1	4	510
36 to 45	6	19	69	2	1	3	526
46 to 55	6	21	68	1	1	3	580
56 to 65	8	22	60	2	1	7	294
66 to 72	12	15	58	4	-	12	26
72 and older	-	44	44	-	-	13	16

**Table 6.73 Should: Having experience of litigating in the Court of Session**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	35	57	5	1	-	2	129
26 to 35	39	45	14	1	-	3	516
36 to 45	23	49	25	1	<1	2	534
46 to 55	28	41	30	1	1	1	595
56 to 65	32	39	24	1	1	3	302
66 to 72	40	52	8	-	-	-	25
72 and older	50	33	11	-	-	6	18

**Table 6.74 Should: Having experience in litigating in the High Court of Justiciary**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	38	54	6	1	-	2	128
26 to 35	35	46	14	<1	-	4	514
36 to 45	20	51	24	1	1	3	526
46 to 55	27	43	29	<1	<1	1	594
56 to 65	29	43	23	1	1	3	301
66 to 72	40	48	12	-	-	-	25
72 and older	59	18	18	-	-	6	17

**Table 6.75 Should: Having experience of appearing before the Judicial Committee of the House of Lords and/or Privy Council**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	33	48	14	2	-	3	128
26 to 35	30	44	21	<1	-	4	511
36 to 45	18	42	35	1	<1	4	523
46 to 55	20	38	39	-	<1	3	590
56 to 65	22	35	36	1	1	5	297
66 to 72	23	46	27	4	<1	<1	26
72 and older	24	35	24	<1	<1	18	17

**Table 6.76 Should: Having Sheriff court experience**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	50	43	4	1	-	2	129
26 to 35	55	36	7	<1	-	2	512
36 to 45	50	37	11	1	<1	2	536
46 to 55	50	39	10	1	<1	1	587
56 to 65	55	35	8	<1	<1	2	304
66 to 72	56	37	7	-	-	-	27
72 and older	50	44	-	-	-	6	18

**Table 6.77 Should: Having little experience in the courts covered by the particular office**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	6	9	23	20	41	2	128
26 to 35	4	6	21	26	40	4	517
36 to 45	5	4	21	25	43	3	527
46 to 55	4	5	21	21	47	2	585
56 to 65	2	4	17	22	53	2	293
66 to 72	8	4	12	16	60	-	25
72 and older	24	6	12	18	35	6	17

**Table 6.78 Should: Having no court experience**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	7	3	9	17	60	3	127
26 to 35	5	2	8	16	67	3	516
36 to 45	4	2	10	14	67	3	533
46 to 55	5	2	9	12	70	1	583
56 to 65	3	2	9	14	71	1	297
66 to 72	4	-	8	19	69	-	26
72 and older	19	-	6	6	56	13	16

**Table 6.79 Should: Having Tribunal experience (either as a Chair/Judge or Member)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	12	66	15	1	1	6	128
26 to 35	15	55	20	2	1	7	517
36 to 45	14	57	29	2	1	3	531
46 to 55	19	55	21	2	2	1	593
56 to 65	16	56	19	2	3	4	300
66 to 72	8	64	12	8	8	-	25
72 and older	28	50	17	-	-	6	18

**Table 6.80 Should: Having transferable skills and potential**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	66	25	6	-	1	2	131
26 to 35	58	31	7	<1	<1	4	521
36 to 45	47	36	11	1	1	5	541
46 to 55	45	37	12	1	1	5	594
56 to 65	38	38	13	2	<1	8	297
66 to 72	31	42	15	-	-	12	26
72 and older	28	33	17	-	-	22	18

## 6.5 Influence of Work Related Factors by Disability

Table 6.81 Work Related Factors that Do Affect the Outcome by Disability

	Have a disability (%)*							Do not have a disability (%)						
	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N
Being a solicitor	31	22	15	17	8	7	59	30	25	16	12	8	10	2078
Being a solicitor advocate	34	36	15	7	3	5	59	34	38	11	4	2	11	2053
Being an advocate	63	19	8	5	0	5	59	62	23	4	1	<1	8	2078
Being Queen's Counsel	76	10	7	2	0	5	59	74	13	3	<1	<1	8	2069
Experience as a part-time or temporary judicial office holder	68	22	5	0	0	5	59	60	28	3	0	<1	9	2080
Having worked as an Advocate Depute	37	51	7	0	0	5	57	45	33	8	<1	<1	12	2052
Working mainly in criminal law	9	38	26	16	2	10	58	17	32	26	7	3	15	2078
Working mainly in civil litigation including family law	9	43	29	10	0	9	58	12	38	28	5	1	16	2082
Working mainly in commercial litigation	12	28	33	16	2	10	58	9	33	33	7	2	17	2064
Working part-time	2	3	33	21	29	12	58	2	2	24	25	28	18	2063
Being a partner	13	34	41	4	0	9	56	12	29	38	3	1	17	2064
Having experience of litigating in the Court of Session	38	34	19	2	2	5	58	38	39	11	<1	<1	12	2085
Having experience in litigating in the High Court of Justiciary	36	40	16	2	2	5	58	38	39	10	<1	<1	12	2078
Having experience of appearing before the Judicial Committee of the House of Lords and/or Privy Council	33	37	21	2	0	7	57	33	33	18	<1	<1	16	2068
Having Sheriff court experience	47	36	10	2	2	3	58	44	32	13	<1	<1	9	2079
Having little experience in the courts covered by the particular office	4	14	12	14	47	9	57	3	5	14	18	47	13	2063
Having no court experience	5	4	9	11	61	11	57	4	2	7	9	68	12	2056
Having Tribunal experience (either as a Chair/Judge or Member)	10	52	19	5	3	10	58	14	51	14	3	2	16	2071
Having transferable skills and potential	22	25	31	5	2	15	59	20	28	29	2	1	19	2070

\* Sample sizes too small to allow confidence in the findings at the disaggregate level.

**Table 6.82 Should Affect the Outcome**

	Have a disability (%)*							Do not have a disability (%)						
	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N
Being a solicitor	47	15	27	7	2	2	59	44	28	23	2	2	2	2044
Being a solicitor advocate	38	30	25	5	0	2	56	38	37	21	1	<1	2	2027
Being an advocate	41	34	21	2	0	2	56	42	34	21	<1	<1	2	2023
Being Queen's Counsel	46	35	14	0	4	2	57	49	30	18	<1	<1	2	2015
Experience as a part-time or temporary judicial office holder	51	35	12	0	0	2	57	50	39	9	0	<1	2	2035
Having worked as an Advocate Depute	23	46	28	2	0	2	57	25	42	28	<1	<1	4	1997
Working mainly in criminal law	7	32	53	5	2	2	57	10	33	47	5	2	4	2032
Working mainly in civil litigation including family law	9	35	51	4	0	2	57	13	36	44	2	<1	4	2032
Working mainly in commercial litigation	5	30	58	5	0	2	57	9	34	49	3	<1	4	2024
Working part-time	5	7	67	12	7	2	58	1	3	68	15	9	4	2019
Being a partner	7	21	66	4	0	2	56	6	21	67	1	<1	4	2013
Having experience of litigating in the Court of Session	28	47	23	2	0	0	57	31	44	22	<1	<1	2	2054
Having experience in litigating in the High Court of Justiciary	28	46	25	2	0	0	57	29	47	21	<1	<1	3	2041
Having experience of appearing before the Judicial Committee of the House of Lords and/or Privy Council	26	35	35	2	0	2	57	23	41	31	<1	<1	4	2027
Having Sheriff court experience	44	47	9	0	0	0	57	52	37	9	<1	<1	2	2048
Having little experience in the courts covered by the particular office	12	11	25	19	33	0	57	4	5	20	23	45	3	2027
Having no court experience	7	3	12	12	64	2	58	4	2	9	14	68	2	2032
Having Tribunal experience (either as a Chair/Judge or Member)	16	39	35	7	0	4	57	16	57	20	2	2	4	2047
Having transferable skills and potential	38	40	12	5	2	3	58	49	35	10	<1	<1	5	2061

\* Sample sizes too small to allow confidence in the findings at the disaggregate level.

## 6.6 Influence of Work Related Factors by Ethnicity

Table 6.83 Does: Being a Solicitor

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	29	26	16	12	8	10	2022
Any Other White Background	29	25	11	21	7	7	72
Other ethnic Background	45	19	14	10	7	5	42

Table 6.84 Does: Being a Solicitor Advocate

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	34	38	11	4	2	11	1998
Any Other White Background	37	37	10	6	3	6	71
Other ethnic Background	41	43	10	2	-	5	42

Table 6.85 Does: Being an Advocate

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	62	23	5	2	1	8	2021
Any Other White Background	69	21	3	-	1	6	72
Other ethnic Background	74	16	5	-	-	5	43

Table 6.86 Does: Being Queen's Counsel

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	74	14	4	1	<1	8	2010
Any Other White Background	80	8	4	-	1	7	73
Other ethnic Background	74	12	7	-	-	7	43

**Table 6.87 Does: Experience as a part-time or temporary judicial office holder**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	60	28	3	-	-	9	2022
Any Other White Background	58	28	3	-	-	11	72
Other ethnic Background	67	21	7	-	-	5	43

**Table 6.88 Does: Having worked as an Advocate Depute**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	45	34	8	<1	<1	12	1993
Any Other White Background	42	36	11	-	-	11	72
Other ethnic Background	45	36	7	2	-	10	42

**Table 6.89 Does: Working mainly in criminal law**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	17	33	26	7	3	16	2018
Any Other White Background	14	33	23	18	1	11	73
Other ethnic Background	25	14	39	9	2	11	44

**Table 6.90 Does: Working mainly in civil litigation including family law**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	12	39	28	5	1	16	2025
Any Other White Background	7	42	22	14	3	13	72
Other ethnic Background	19	23	25	9	-	14	43

**Table 6.91 Does: Working mainly in commercial litigation**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	9	33	33	6	2	17	2009
Any Other White Background	6	37	30	13	3	13	71
Other ethnic Background	10	17	41	17	2	14	42

**Table 6.92 Does: Working part-time**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	2	2	25	25	28	19	2006
Any Other White Background	-	3	23	30	33	11	70
Other ethnic Background	14	2	23	16	32	14	44

**Table 6.93 Does: Being a partner**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	12	29	38	3	1	17	2005
Any Other White Background	10	31	42	4	1	11	71
Other ethnic Background	27	30	25	-	-	18	44

**Table 6.94 Does: Having experience of litigating in the Court of Session**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	37	39	12	1	<1	11	2027
Any Other White Background	40	33	14	-	1	11	72
Other ethnic Background	43	34	11	-	-	11	44

**Table 6.95 Does: Having experience in litigating in the High Court of Justiciary**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	38	40	10	<1	<1	12	2022
Any Other White Background	46	31	13	-	1	9	70
Other ethnic Background	43	36	11	-	-	9	44

**Table 6.96 Does: Having experience of appearing before the Judicial Committee of the House of Lords and/or Privy Council**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	33	33	18	<1	<1	16	2010
Any Other White Background	37	30	18	-	1	14	71
Other ethnic Background	39	32	21	-	-	9	44

**Table 6.97 Does: Having Sheriff court experience**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	44	33	13	1	1	9	2026
Any Other White Background	38	38	16	1	-	7	69
Other ethnic Background	50	17	21	2	-	10	42

**Table 6.98 Does: Having little experience in the courts covered by the particular office**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	3	5	14	18	47	13	2008
Any Other White Background	1	6	17	13	49	13	69
Other ethnic Background	5	5	23	21	40	7	43

**Table 6.99 Does: Having no court experience**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	4	1	7	9	67	12	2001
Any Other White Background	1	3	6	9	72	10	71
Other ethnic Background	5	2	10	7	68	7	41

**Table 6.100 Does: Having Tribunal experience (either as a Chair/Judge or Member)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	14	51	14	3	2	16	2016
Any Other White Background	10	61	11	4	-	13	70
Other ethnic Background	16	42	16	5	5	17	43

**Table 6.101 Does: Having transferable skills and potential**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	20	28	29	2	2	19	2015
Any Other White Background	17	34	26	3	1	19	70
Other ethnic Background	26	26	26	7	-	14	42

**Table 6.102 Should: Being a Solicitor**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	44	28	23	2	2	2	1988
Any Other White Background	39	36	17	7	-	1	72
Other ethnic Background	51	26	18	-	-	5	39

**Table 6.103 Should: Being a solicitor advocate**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	38	37	21	2	1	2	1969
Any Other White Background	35	47	17	-	-	1	72
Other ethnic Background	45	26	24	-	-	5	38

**Table 6.104 Should: Being an advocate**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	42	34	22	1	1	2	1966
Any Other White Background	46	37	16	1	-	-	70
Other ethnic Background	49	26	21	-	-	5	39

**Table 6.105 Should: Being Queen's Counsel**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	49	30	18	1	<1	2	1961
Any Other White Background	49	30	17	1	-	1	69
Other ethnic Background	50	18	24	-	-	8	38

**Table 6.106 Should: Experience as a part-time or temporary judicial office holder**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	50	38	10	<1	-	2	1981
Any Other White Background	51	42	6	-	-	1	71
Other ethnic Background	45	40	11	-	-	5	38

**Table 6.107 Should: Having worked as an Advocate Depute**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	26	42	28	1	<1	4	1943
Any Other White Background	21	47	24	1	1	4	70
Other ethnic Background	16	37	37	-	-	11	38

**Table 6.108 Should: Working mainly in criminal law**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	10	33	47	5	2	4	1978
Any Other White Background	4	33	51	10	1	-	70
Other ethnic Background	15	26	44	5	3	8	39

**Table 6.109 Should: Working mainly in civil litigation including family law**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	13	36	44	2	1	4	1978
Any Other White Background	10	33	52	4	-	-	69
Other ethnic Background	18	28	43	5	-	8	40

**Table 6.110 Should: Working mainly in commercial litigation**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	9	34	49	3	1	4	1970
Any Other White Background	4	30	57	9	-	-	69
Other ethnic Background	8	35	43	8	-	8	40

**Table 6.111 Should: Working part-time**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	1	3	68	15	9	4	1967
Any Other White Background	-	4	75	13	6	2	68
Other ethnic Background	3	8	67	8	10	5	39

**Table 6.112 Should: Being a partner**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	5	21	67	2	1	4	1961
Any Other White Background	9	18	70	2	2	-	67
Other ethnic Background	5	13	75	3	-	5	39

**Table 6.113 Should: Having experience of litigating in the Court of Session**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	31	45	21	1	<1	2	1997
Any Other White Background	31	39	31	-	-	-	72
Other ethnic Background	33	33	30	-	-	5	40

**Table 6.114 Should: Having experience in litigating in the High Court of Justiciary**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	28	47	21	1	<1	3	1987
Any Other White Background	30	39	30	-	1	-	70
Other ethnic Background	31	33	31	-	-	5	39

**Table 6.115 Should: Having experience of appearing before the Judicial Committee of the House of Lords and/or Privy Council**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	23	41	31	1	<1	4	1974
Any Other White Background	25	34	40	-	-	2	68
Other ethnic Background	23	30	43	-	-	5	40

**Table 6.116 Should: Having Sheriff court experience**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	52	38	9	1	<1	2	1995
Any Other White Background	56	34	10	-	-	-	68
Other ethnic Background	56	33	5	-	-	5	39

**Table 6.117 Should: Having little experience in the courts covered by the particular office**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	4	5	21	23	45	3	1971
Any Other White Background	3	4	13	30	51	-	71
Other ethnic Background	10	5	23	23	35	5	40

**Table 6.118 Should: Having no court experience**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	5	2	9	15	67	2	1978
Any Other White Background	1	1	4	7	86	-	71
Other ethnic Background	5	3	10	-	69	13	39

**Table 6.119 Should: Having Tribunal experience (either as a Chair/Judge or Member)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	16	57	21	2	2	3	1990
Any Other White Background	19	50	19	3	3	6	72
Other ethnic Background	15	45	20	5	3	13	40

**Table 6.120 Should: Having transferable skills and potential**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	49	35	11	1	1	5	2001
Any Other White Background	41	37	12	1	1	7	73
Other ethnic Background	60	26	5	-	-	10	42

## 6.7 Influence of Work Related Factors by Sexual Orientation

Table 6.121 Does Affect the Outcome

	Heterosexual (%)							Other (%)*						
	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N
Being a solicitor	30	26	16	12	7	10	2034	26	22	15	17	12	8	76
Being a solicitor advocate	34	38	11	4	2	11	2010	31	39	15	7	0	9	75
Being an advocate	62	23	5	1	1	8	2035	66	20	3	3	1	8	76
Being Queen's Counsel	74	13	4	1	<1	8	2025	77	13	0	1	1	8	77
Experience as a part-time or temporary judicial office holder	60	28	3	0	0	9	2034	68	22	1	0	0	9	77
Having worked as an Advocate Depute	45	34	9	<1	<1	12	2006	50	30	8	0	0	13	78
Working mainly in criminal law	17	32	26	7	3	15	2031	17	33	22	8	3	18	78
Working mainly in civil litigation including family law	12	39	28	5	1	16	2035	9	36	31	6	0	18	78
Working mainly in commercial litigation	9	33	33	7	2	17	2017	10	27	33	6	3	21	78
Working part-time	2	2	24	25	28	18	2017	6	1	19	30	30	14	78
Being a partner	12	29	37	3	1	17	2017	18	18	47	3	0	14	77
Having experience of litigating in the Court of Session	38	38	12	1	0	12	2039	39	42	9	0	3	8	78
Having experience in litigating in the High Court of Justiciary	38	39	11	<1	<1	12	2033	39	42	9	0	1	9	78
Having experience of appearing before the Judicial Committee of the House of Lords and/or Privy Council	34	33	18	<1	<1	16	2022	26	36	23	0	1	14	78
Having Sheriff court experience	44	33	13	1	1	9	2034	44	33	15	0	0	8	75
Having little experience in the courts covered by the particular office	3	5	14	18	47	13	2018	3	3	13	24	47	11	75
Having no court experience	4	1	7	9	68	11	2010	3	3	9	1	73	12	77
Having Tribunal experience (either as a Chair/Judge or Member)	14	52	14	3	2	16	2024	17	49	15	6	0	13	78
Having transferable skills and potential	20	29	29	2	2	19	2025	16	22	38	4	4	17	77

\* Sample sizes too small to allow confidence in the findings at the disaggregate level.

**Table 6.122 Should Affect the Outcome**

	Heterosexual (%)							Other (%)*						
	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N
Being a solicitor	43	28	23	2	2	2	2002	49	19	23	4	1	3	73
Being a solicitor advocate	38	38	21	1	1	2	1982	44	32	19	1	0	3	72
Being an advocate	42	34	21	1	1	2	1977	47	26	21	3	1	3	73
Being Queen's Counsel	48	31	18	1	<1	2	1970	58	22	15	3	0	3	73
Experience as a part-time or temporary judicial office holder	50	39	10	<1	0	2	1989	53	37	7	0	0	4	74
Having worked as an Advocate Depute	25	42	28	1	<1	4	1955	25	36	31	0	1	7	72
Working mainly in criminal law	10	33	47	5	2	4	1987	12	24	57	1	3	3	74
Working mainly in civil litigation including family law	13	36	44	2	1	4	1985	20	24	53	1	0	3	76
Working mainly in commercial litigation	9	34	49	3	1	4	1979	11	25	57	3	1	3	75
Working part-time	1	3	68	14	9	4	1974	1	7	59	21	7	5	76
Being a partner	6	21	67	2	1	4	1970	6	11	77	1	1	4	73
Having experience of litigating in the Court of Session	30	45	22	1	<1	2	2008	29	48	19	0	1	3	75
Having experience in litigating in the High Court of Justiciary	28	46	22	1	<1	3	1996	27	51	19	0	1	3	75
Having experience of appearing before the Judicial Committee of the House of Lords and/or Privy Council	23	41	31	1	<1	4	1983	22	43	32	0	0	3	74
Having Sheriff court experience	51	38	9	<1	<1	1	2001	55	34	8	0	0	3	76
Having little experience in the courts covered by the particular office	4	5	21	23	45	3	1983	4	3	14	34	42	4	74
Having no court experience	4	2	9	15	68	2	1987	5	1	9	12	70	3	76
Having Tribunal experience (either as a Chair/Judge or Member)	15	56	21	2	2	4	2000	24	55	14	1	1	4	76
Having transferable skills and potential	49	35	10	1	1	5	2018	43	36	12	0	1	8	75

\* Sample sizes too small to allow confidence in the findings at the disaggregate level.

## 6.8 Influence of Work Related Factors by Religion

Table 6.123 Does: Being a Solicitor

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	29	27	17	11	8	8	725
Roman Catholic	33	21	16	13	6	10	308
Other Christian	24	26	14	10	11	15	166
Other	30	20	16	21	8	5	61
None	30	25	16	12	7	10	858

Table 6.124 Does: Being a Solicitor Advocate

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	34	39	11	6	1	9	716
Roman Catholic	34	37	13	4	2	11	304
Other Christian	37	35	7	3	3	15	164
Other	35	43	10	7	-	5	60
None	34	38	12	3	2	12	849

Table 6.125 Does: Being an Advocate

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	62	25	5	1	1	7	717
Roman Catholic	34	20	6	2	1	7	312
Other Christian	70	14	2	2	-	11	170
Other	66	28	2	-	-	5	61
None	60	24	4	2	1	9	859

**Table 6.126 Does: Being Queen's Counsel**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	75	13	4	<1	<1	7	721
Roman Catholic	76	11	4	1	1	8	304
Other Christian	77	10	2	1	-	11	168
Other	81	11	2	-	-	7	62
None	72	15	3	1	<1	9	854

**Table 6.127 Does: Experience as a part-time or temporary judicial office holder**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	59	30	4	-	-	8	725
Roman Catholic	65	24	4	-	-	8	306
Other Christian	62	25	2	-	-	11	169
Other	64	29	3	-	-	5	63
None	59	27	3	-	<1	11	857

**Table 6.128 Does: Having worked as an Advocate Depute**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	44	33	11	<1	-	12	711
Roman Catholic	44	36	11	-	1	9	306
Other Christian	52	32	3	-	-	14	163
Other	46	40	5	2	-	8	63
None	45	34	7	<1	<1	14	848

**Table 6.129 Does: Working mainly in criminal law**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	18	34	26	7	2	14	724
Roman Catholic	17	29	29	9	2	15	309
Other Christian	15	30	26	10	2	17	167
Other	21	29	29	8	3	11	63
None	16	34	25	6	3	16	854

**Table 6.130 Does: Working mainly in civil litigation including family law**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	12	41	27	5	1	14	726
Roman Catholic	11	35	31	7	1	16	310
Other Christian	12	37	30	4	-	17	166
Other	13	29	35	10	2	13	63
None	12	39	27	4	2	17	856

**Table 6.131 Does: Working mainly in commercial litigation**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	8	35	33	7	2	15	719
Roman Catholic	9	32	33	7	2	17	305
Other Christian	8	34	34	6	1	18	164
Other	10	26	37	11	2	15	62
None	8	32	33	7	2	18	853

**Table 6.132 Does: Working part-time**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	3	1	25	24	30	17	720
Roman Catholic	1	2	27	22	30	17	304
Other Christian	1	1	17	30	29	22	165
Other	7	2	16	34	26	15	61
None	2	4	24	25	26	19	852

**Table 6.133 Does: Being a partner**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	13	30	38	3	1	16	718
Roman Catholic	13	29	39	1	1	17	308
Other Christian	10	30	36	3	1	21	166
Other	22	29	30	3	2	14	63
None	12	28	38	3	1	18	847

**Table 6.134 Does: Having experience of litigating in the Court of Session**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	39	39	12	1	-	10	729
Roman Catholic	35	38	15	1	<1	11	311
Other Christian	39	41	7	-	-	14	167
Other	43	37	13	-	-	8	63
None	37	39	11	1	1	12	854

**Table 6.135 Does: Having experience in litigating in the High Court of Justiciary**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	38	40	10	1	<1	11	724
Roman Catholic	37	39	13	-	<1	11	311
Other Christian	39	42	6	-	-	13	164
Other	44	37	13	-	-	6	63
None	38	38	11	-	<1	13	855

**Table 6.136 Does: Having experience of appearing before the Judicial Committee of the House of Lords and/or Privy Council**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
None	34	31	18	<1	<1	16	850
Church of Scotland	32	34	18	1	-	15	720
Roman Catholic	34	30	19	-	1	16	309
Other Christian	31	40	14	-	-	15	164
Other	35	35	22	-	-	8	63

**Table 6.137 Does: Having Sheriff court experience**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	47	33	11	<1	<1	8	725
Roman Catholic	42	32	17	1	<1	8	308
Other Christian	40	35	11	2	1	13	168
Other	34	29	31	2	-	5	59
None	43	33	12	1	1	10	858

**Table 6.138 Does: Having little experience in the courts covered by the particular office**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	4	5	12	19	49	11	715
Roman Catholic	4	4	15	18	45	14	305
Other Christian	3	4	11	12	56	14	165
Other	3	8	16	19	40	13	62
None	3	6	15	18	46	14	854

**Table 6.139 Does: Having no court experience**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	5	1	6	8	70	10	715
Roman Catholic	5	3	8	12	61	13	305
Other Christian	4	1	4	6	70	15	165
Other	3	3	7	8	73	5	60
None	4	1	7	8	68	12	850

**Table 6.140 Does: Having Tribunal experience (either as a Chair/Judge or Member)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	15	52	14	2	3	13	725
Roman Catholic	16	51	16	3	<1	14	305
Other Christian	9	57	11	3	2	19	167
Other	18	48	10	5	2	18	62
None	14	50	15	3	1	17	852

**Table 6.141 Does: Having transferable skills and potential**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	20	30	30	2	2	16	719
Roman Catholic	25	26	30	2	1	16	309
Other Christian	16	29	28	2	2	23	168
Other	21	18	32	7	5	18	62
None	19	29	28	3	1	20	852

**Table 6.142 Should: Being a Solicitor**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	41	30	23	2	2	2	700
Roman Catholic	50	26	20	2	1	2	308
Other Christian	39	27	27	3	1	4	170
Other	33	33	27	2	-	5	60
None	45	27	23	2	2	1	846

**Table 6.143 Should: Being a solicitor advocate**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	37	38	22	1	<1	1	695
Roman Catholic	37	39	20	1	1	2	306
Other Christian	39	35	22	1	-	3	170
Other	38	29	28	-	-	5	58
None	40	37	19	2	1	2	834

**Table 6.144 Should: Being an advocate**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	40	35	22	2	-	1	691
Roman Catholic	37	38	22	1	1	2	303
Other Christian	44	33	20	1	-	2	169
Other	34	34	27	-	-	5	59
None	45	32	21	1	1	1	836

**Table 6.145 Should: Being Queen's Counsel**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	48	31	18	1	-	1	698
Roman Catholic	43	36	20	-	<1	2	296
Other Christian	52	28	16	1	1	2	166
Other	45	20	28	-	-	7	60
None	50	29	17	1	1	2	831

**Table 6.146 Should: Experience as a part-time or temporary judicial office holder**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	49	41	8	<1	-	2	700
Roman Catholic	49	41	10	-	-	1	306
Other Christian	54	33	10	-	-	3	171
Other	41	42	12	-	-	5	59
None	51	37	10	-	-	2	835

**Table 6.147 Should: Having worked as an Advocate Depute**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	24	43	28	1	<1	4	685
Roman Catholic	22	45	31	1	-	2	298
Other Christian	31	37	37	-	-	5	166
Other	17	42	33	-	-	8	60
None	27	41	27	<1	1	5	825

**Table 6.148 Should: Working mainly in criminal law**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	10	32	47	5	2	3	697
Roman Catholic	11	32	45	5	2	5	303
Other Christian	9	37	45	4	1	4	170
Other	7	30	48	5	3	7	60
None	11	32	49	4	1	3	839

**Table 6.149 Should: Working mainly in civil litigation including family law**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	11	38	43	3	1	3	697
Roman Catholic	13	37	42	2	1	5	301
Other Christian	11	37	48	1	1	4	172
Other	8	30	48	5	2	7	60
None	15	34	45	2	-	3	839

**Table 6.150 Should: Working mainly in commercial litigation**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	9	35	48	4	1	3	692
Roman Catholic	8	33	49	3	1	6	301
Other Christian	9	31	52	2	1	5	172
Other	5	35	45	5	-	10	60
None	10	34	49	3	1	4	836

**Table 6.151 Should: Working part-time**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	1	5	66	14	10	5	690
Roman Catholic	<1	2	72	15	9	3	303
Other Christian	1	2	68	15	8	7	166
Other	-	5	75	12	5	3	60
None	2	3	67	15	9	4	838

**Table 6.152 Should: Being a partner**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	7	22	64	2	<1	5	698
Roman Catholic	5	20	69	2	1	2	299
Other Christian	5	16	72	-	1	7	166
Other	5	17	70	2	-	7	60
None	5	22	67	1	1	4	827

**Table 6.153 Should: Having experience of litigating in the Court of Session**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	28	47	21	1	<1	2	705
Roman Catholic	26	45	27	1	<1	1	307
Other Christian	35	44	17	-	-	4	174
Other	27	35	35	-	-	3	60
None	33	43	21	1	1	2	844

**Table 6.154 Should: Having experience in litigating in the High Court of Justiciary**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	26	48	22	1	<1	3	704
Roman Catholic	23	50	24	1	<1	2	301
Other Christian	32	48	17	-	-	4	170
Other	25	37	35	-	-	3	60
None	32	44	21	1	1	2	842

**Table 6.155 Should: Having experience of appearing before the Judicial Committee of the House of Lords and/or Privy Council**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	22	39	34	1	<1	4	698
Roman Catholic	21	41	34	1	<1	4	168
Other Christian	19	47	30	-	-	4	168
Other	22	35	38	-	-	5	60
None	25	41	29	1	<1	4	836

**Table 6.156 Should: Having Sheriff court experience**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	50	38	9	1	<1	2	708
Roman Catholic	57	34	8	<1	-	1	60
Other Christian	46	37	13	-	-	4	171
Other	48	36	12	-	-	3	58
None	53	38	8	1	<1	1	839

**Table 6.157 Should: Having little experience in the courts covered by the particular office**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	5	4	21	24	43	2	697
Roman Catholic	4	4	21	22	47	3	301
Other Christian	4	5	17	21	48	5	168
Other	7	3	30	23	30	7	60
None	4	5	20	24	45	2	838

**Table 6.158 Should: Having no court experience**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	6	3	9	16	65	2	699
Roman Catholic	3	2	8	13	72	2	302
Other Christian	4	2	10	12	67	6	169
Other	5	-	22	8	62	3	60
None	4	2	8	15	69	2	840

**Table 6.159 Should: Having Tribunal experience (either as a Chair/Judge or Member)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	17	58	19	2	2	3	706
Roman Catholic	14	53	22	4	2	4	305
Other Christian	19	54	18	4	1	5	170
Other	12	51	24	2	2	10	59
None	15	57	22	2	1	3	844

**Table 6.160 Should: Having transferable skills and potential**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	46	37	11	1	1	5	710
Roman Catholic	54	31	10	1	<1	5	310
Other Christian	50	36	8	1	1	6	171
Other	55	31	8	-	-	7	62
None	48	35	11	<1	1	5	847

## 7 Differences in Influencing Factors: Biographical

### 7.1 Influence of Biographical Related Factors by Eligibility

**Table 7.1 Does Effect the Outcome by Eligibility**

	Eligible (%)							Ineligible (%)						
	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N
Being male	19	20	44	8	1	8	1236	28	27	33	3	<1	10	951
Being female	11	18	37	21	5	8	1234	4	14	38	28	5	11	943
Being aged under 40	2	7	17	42	21	11	1211	2	5	19	39	23	13	940
Being aged 41 to 50	10	36	32	9	1	12	1217	8	34	33	11	1	13	937
Being aged 51 to 60	12	32	31	11	2	13	1214	17	36	28	4	1	13	940
Being aged over 60	4	12	20	29	22	14	1208	9	18	25	25	9	14	930
Having a visual impairment (not corrected by spectacles or contact lenses)	1	1	34	19	15	29	1231	1	1	41	20	10	27	939
Having a communication impairment (eg hearing impairment or speech impairment)	2	2	16	24	28	27	1236	1	2	20	28	24	25	938
Having a mobility impairment (eg using a walking aid or requiring a wheelchair)	1	2	44	19	8	26	1231	1	2	44	22	7	25	937
Having a mental health impairment (eg a history of depression)	2	1	12	21	38	26	1228	2	1	18	25	29	25	942
Being from a minority ethnic group	14	17	31	16	6	16	1229	6	10	35	19	9	21	930
Being from a working class background	4	7	40	23	12	15	1234	1	3	31	33	16	16	937
Being from a middle/upper class background	17	31	34	4	1	13	1237	26	33	24	2	1	13	945
Being gay, lesbian, bisexual, transgender or transsexual	4	6	40	19	8	24	1235	3	3	35	22	13	24	937
Having daily responsibility for the care of dependent children and/or adults	1	3	33	23	17	23	1232	1	2	26	29	19	23	941
Having a particular religious or other belief	2	5	51	13	3	27	1232	2	3	44	19	5	27	933

**Table 7.2 Should Effect the Outcome by Eligibility**

	Eligible (%)							Ineligible (%)						
	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N
Being male	1	2	96	<1	<1	1	1230	1	2	96	<1	-	1	916
Being female	1	3	94	1	<1	<1	1228	1	3	94	1	<1	1	920
Being aged under 40	1	4	57	29	8	1	1209	2	6	72	17	2	2	908
Being aged 41 to 50	5	20	71	2	<1	1	1213	3	14	81	1	<1	2	907
Being aged 51 to 60	6	17	73	3	<1	1	1216	4	12	81	2	<1	2	903
Being aged over 60	2	7	60	23	6	2	1209	2	5	70	18	3	2	899
Having a visual impairment (not corrected by spectacles or contact lenses)	1	<1	56	23	16	4	1226	<1	1	70	18	8	4	922
Having a communication impairment (eg hearing impairment or speech impairment)	2	1	37	28	28	4	1231	1	2	50	30	15	3	916
Having a mobility impairment (eg using a walking aid or requiring a wheelchair)	<1	1	88	8	1	2	1232	<1	1	93	4	<1	2	919
Having a mental health impairment (eg a history of depression)	2	1	32	29	32	4	1231	1	2	49	29	15	5	911
Being from a minority ethnic group	<1	4	92	1	<1	1	1224	1	3	94	1	<1	1	916
Being from a working class background	1	4	93	1	<1	1	1235	1	4	93	1	<1	1	921
Being from a middle/upper class background	<1	1	96	1	-	1	1235	<1	1	97	1	<1	1	921
Being gay, lesbian, bisexual, transgender or transsexual	<1	1	90	4	2	2	1232	<1	1	94	2	1	2	921
Having daily responsibility for the care of dependent children and/or adults	1	3	75	15	4	3	1233	<1	2	82	11	2	2	925
Having a particular religious or other belief	<1	<1	89	6	1	3	1235	<1	1	91	4	1	3	921

## 7.2 Influence of Biographical Related Factors by Professional Group

Table 7.3 Does: Being male

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	3	9	68	17	-	4	81
Part-time judicial office holder	11	20	53	10	3	3	70
An Advocate	10	10	53	17	3	9	137
A Solicitor-Advocate	14	19	50	10	-	7	58
A solicitor	26	25	36	4	1	9	1812
None of these	24	33	38	-	-	5	42

Table 7.4 Does: Being female

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	20	35	37	5	-	4	84
Part-time judicial office holder	19	16	44	20	-	1	70
An Advocate	19	34	30	9	-	9	139
A Solicitor-Advocate	12	29	31	20	2	7	59
A solicitor	7	13	38	27	6	10	1796
None of these	-	12	45	31	7	5	42

Table 7.5 Does: Being aged under 40

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	-	10	21	41	24	4	78
Part-time judicial office holder	2	13	25	38	16	6	68
An Advocate	1	6	17	45	19	12	139
A Solicitor-Advocate	2	3	7	47	31	10	58
A solicitor	2	6	18	40	22	12	1778
None of these	2	5	14	52	17	10	42

**Table 7.6 Does: Being aged 41 to 50**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	12	29	44	7	-	8	84
Part-time judicial office holder	13	34	37	9	-	7	70
An Advocate	9	32	40	5	1	13	139
A Solicitor-Advocate	9	33	35	12	-	12	58
A solicitor	9	36	31	10	1	13	1774
None of these	7	29	37	15	2	10	41

**Table 7.7 Does: Being aged 51 to 60**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	13	15	46	18	1	6	82
Part-time judicial office holder	7	29	26	17	1	9	69
An Advocate	13	27	36	10	2	12	138
A Solicitor-Advocate	12	39	24	14	2	10	59
A solicitor	15	35	29	6	2	14	1776
None of these	5	59	24	2	-	10	41

**Table 7.8 Does: Being over 60**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	-	9	18	33	33	9	80
Part-time judicial office holder	3	7	17	30	28	15	69
An Advocate	4	12	20	36	17	12	138
A Solicitor-Advocate	2	7	25	30	25	12	57
A solicitor	7	15	22	26	15	15	1764
None of these	5	32	27	17	10	10	41

**Table 7.9 Does: Having a visual impairment (not corrected by spectacles or contact lenses)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	1	1	24	17	18	38	82
Part-time judicial office holder	-	3	30	13	23	31	70
An Advocate	-	1	35	14	16	34	140
A Solicitor-Advocate	-	-	40	12	14	33	57
A solicitor	1	1	38	21	12	28	1791
None of these	-	7	50	14	10	19	42

**Table 7.10 Does: Having a communication impairment (eg: hearing or speech impairment)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	1	1	16	16	32	34	82
Part-time judicial office holder	3	1	17	16	34	29	70
An Advocate	1	1	18	19	31	31	141
A Solicitor-Advocate	-	-	17	29	22	31	58
A solicitor	2	2	18	28	26	25	1795
None of these	-	7	24	22	24	22	41

**Table 7.11 Does: Having a mobility impairment (eg: using a walking aid or requiring a wheelchair)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	3	-	43	16	6	32	81
Part-time judicial office holder	-	9	46	11	6	29	70
An Advocate	-	2	51	11	6	30	141
A Solicitor-Advocate	-	2	40	21	7	29	58
A solicitor	1	2	44	21	7	25	1790
None of these	-	2	46	20	10	22	41

**Table 7.12 Does: Having a mental health impairment (eg: history of depression)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	2	-	11	28	26	33	82
Part-time judicial office holder	2	3	12	15	41	28	68
An Advocate	2	1	14	25	29	29	139
A Solicitor-Advocate	3	-	14	22	28	33	58
A solicitor	2	1	15	23	35	25	1793
None of these	-	5	14	24	38	19	42

**Table 7.13 Does: Being from a minority ethnic group**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	18	22	43	4	-	13	83
Part-time judicial office holder	21	21	34	13	1	9	70
An Advocate	22	22	28	7	1	21	137
A Solicitor-Advocate	12	24	38	7	2	17	58
A solicitor	9	12	33	20	8	19	1783
None of these	2	12	37	24	10	15	41

**Table 7.14 Does: Being from a working class background**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	1	15	55	10	-	20	82
Part-time judicial office holder	9	10	50	14	4	13	70
An Advocate	5	10	47	16	4	18	141
A Solicitor-Advocate	2	5	43	16	14	21	58
A solicitor	2	4	34	30	15	15	1791
None of these	-	-	41	38	10	12	42

**Table 7.15 Does: Being from a middle/upper class background**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	4	15	55	5	4	18	83
Part-time judicial office holder	10	27	43	4	4	12	68
An Advocate	10	26	41	7	1	14	141
A Solicitor-Advocate	14	29	28	3	2	14	58
A solicitor	23	33	27	3	1	13	1803
None of these	12	41	29	7	1	12	42

**Table 7.16 Does: Being gay, lesbian, bisexual, transgender or transsexual**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	1	10	58	5	4	23	83
Part-time judicial office holder	6	6	43	11	9	26	70
An Advocate	6	6	50	14	4	21	141
A Solicitor-Advocate	7	5	47	12	2	28	58
A solicitor	3	4	36	22	11	24	1791
None of these	-	-	43	29	10	19	42

**Table 7.17 Does: Having daily responsibility for the care of dependent children and/or adults**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	-	2	54	11	7	26	82
Part-time judicial office holder	1	7	39	20	11	21	70
An Advocate	-	4	39	20	11	27	141
A Solicitor-Advocate	-	-	42	25	11	23	57
A solicitor	1	2	28	27	20	23	1794
None of these	2	-	21	38	17	21	42

**Table 7.18 Does: Having a particular religious or other belief**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	1	1	65	6	-	27	83
Part-time judicial office holder	4	4	57	7	-	27	70
An Advocate	1	7	53	9	1	28	139
A Solicitor-Advocate	7	7	59	5	2	21	58
A solicitor	2	4	46	17	5	27	1787
None of these	-	2	49	22	-	27	41

**Table 7.19 Should: Being male**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	-	2	98	-	-	-	83
Part-time judicial office holder	1	1	97	-	-	-	69
An Advocate	-	1	97	1	1	1	142
A Solicitor-Advocate	2	-	98	-	-	-	60
A solicitor	1	2	96	<1	<1	1	1764
None of these	3	-	95	-	-	3	39

**Table 7.20 Should: Being female**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	-	7	93	-	-	-	81
Part-time judicial office holder	6	1	91	-	-	1	69
An Advocate	-	4	95	-	1	1	142
A Solicitor-Advocate	-	-	98	-	2	-	59
A solicitor	1	3	94	1	<1	1	1771
None of these	-	3	95	-	3	-	38

**Table 7.21 Should: Being aged under 40**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	-	5	33	42	20	-	81
Part-time judicial office holder	-	7	55	28	9	1	69
An Advocate	2	1	50	33	12	1	139
A Solicitor-Advocate	2	7	51	32	9	-	59
A solicitor	2	5	66	22	4	1	1743
None of these	-	-	84	13	3	-	38

**Table 7.22 Should: Being aged 41 to 50**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	10	25	62	4	-	-	84
Part-time judicial office holder	7	19	68	3	-	3	69
An Advocate	5	19	71	3	-	2	142
A Solicitor-Advocate	2	24	71	2	2	-	58
A solicitor	4	17	77	1	<1	2	1741
None of these	8	5	84	-	3	-	37

**Table 7.23 Should: Being aged 51 to 60**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	13	15	66	6	-	-	83
Part-time judicial office holder	6	15	69	6	2	3	68
An Advocate	6	18	72	2	-	2	142
A Solicitor-Advocate	7	21	69	3	-	-	58
A solicitor	4	14	76	2	<1	2	1741
None of these	3	11	84	-	3	-	38

**Table 7.24 Should: Being over 60**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	-	5	50	34	10	1	82
Part-time judicial office holder	-	9	59	22	9	1	69
An Advocate	3	9	61	22	4	2	142
A Solicitor-Advocate	2	5	70	17	5	2	60
A solicitor	2	6	65	21	4	2	1728
None of these	3	5	74	11	8	-	38

**Table 7.25 Should: Having a visual impairment (not corrected by spectacles or contact lenses)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	-	2	29	35	28	6	83
Part-time judicial office holder	3	-	41	22	29	6	69
An Advocate	2	-	55	20	18	5	143
A Solicitor-Advocate	-	-	63	20	13	3	60
A solicitor	<1	1	65	20	11	4	1767
None of these	-	-	84	13	3	-	38

**Table 7.26 Should: Having a communication impairment (eg hearing or speech impairment)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	1	2	22	28	42	4	85
Part-time judicial office holder	-	1	29	25	38	7	69
An Advocate	2	1	33	29	32	4	144
A Solicitor-Advocate	-	44	29	22	22	3	59
A solicitor	1	2	44	29	21	4	1764
None of these	-	-	53	34	11	3	38

**Table 7.27 Should: Having a mobility impairment (eg: using a walking aid or requiring a wheelchair)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	-	1	76	16	5	2	84
Part-time judicial office holder	-	1	86	7	-	6	69
An Advocate	-	-	89	9	1	1	144
A Solicitor-Advocate	-	-	87	10	-	3	60
A solicitor	<1	1	91	5	1	2	1768
None of these	-	-	87	13	-	-	38

**Table 7.28 Should: Having a mental health impairment (eg: history of depression)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	4	-	26	35	31	5	85
Part-time judicial office holder	1	1	29	31	31	6	70
An Advocate	1	-	37	32	28	2	142
A Solicitor-Advocate	3	-	30	27	32	8	60
A solicitor	1	1	41	29	24	4	1759
None of these	-	-	50	34	13	3	38

**Table 7.29 Should: Being from a minority ethnic group**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	-	8	91	-	-	1	85
Part-time judicial office holder	-	7	91	-	-	1	70
An Advocate	-	6	91	2	-	1	139
A Solicitor-Advocate	-	-	58	-	-	-	58
A solicitor	1	4	93	1	<1	1	1763
None of these	-	3	95	3	-	-	37

**Table 7.30 Should: Being from a working class background**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	1	6	91	1	-	1	84
Part-time judicial office holder	-	3	97	-	-	-	70
An Advocate	1	2	95	1	-	1	144
A Solicitor-Advocate	-	7	93	-	-	-	60
A solicitor	2	4	93	1	<1	1	1772
None of these	-	3	95	3	-	-	38

**Table 7.31 Should: Being from a middle/upper class background**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	-	2	97	-	-	1	85
Part-time judicial office holder	-	-	99	1	-	-	69
An Advocate	-	-	97	1	1	1	144
A Solicitor-Advocate	2	2	97	-	-	-	60
A solicitor	<1	1	96	1	<1	1	1772
None of these	-	3	97	-	-	-	38

**Table 7.32 Should: Being gay, lesbian, bisexual, transgender or transsexual**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	-	1	95	-	2	1	84
Part-time judicial office holder	-	-	94	3	1	1	70
An Advocate	-	2	90	4	-	4	142
A Solicitor-Advocate	-	-	90	7	-	3	60
A solicitor	<1	1	91	3	2	2	1771
None of these	-	3	92	5	-	-	38

**Table 7.33 Should: Having daily responsibility for the care of dependent children and/or adults**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	-	6	80	11	4	-	85
Part-time judicial office holder	-	3	81	10	4	1	70
An Advocate	1	3	76	13	5	3	142
A Solicitor-Advocate	-	-	85	12	3	-	60
A solicitor	1	3	78	13	3	3	1775
None of these	-	3	84	13	-	-	38

**Table 7.34 Should: Having a particular religious or other belief**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	-	-	92	6	-	2	85
Part-time judicial office holder	-	-	99	-	-	1	70
An Advocate	1	-	90	4	1	4	144
A Solicitor-Advocate	-	-	92	2	3	3	59
A solicitor	<1	1	89	5	1	3	1772
None of these	-	-	92	5	3	-	38

## 7.3 Influence of Biographical Related Factors by Gender

Table 7.35 Does Affect the Outcome by Gender

	Male (%)						Female (%)						N	
	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know		
Being male	9	21	51	9	1	10	1240	41	26	24	2	1	8	945
Being female	12	20	42	15	2	10	1240	3	11	32	37	9	8	935
Being aged under 40	2	7	18	40	22	11	1219	2	6	17	42	22	11	929
Being aged 41 to 50	9	36	34	9	1	12	1227	9	35	30	11	1	14	925
Being aged 51 to 60	12	34	32	9	2	12	1230	17	34	27	6	2	14	921
Being aged over 60	4	13	22	28	20	13	1218	9	16	23	27	10	15	917
Having a visual impairment (not corrected by spectacles or contact lenses)	1	2	38	20	13	27	1238	1	1	36	19	12	31	929
Having a communication impairment (eg hearing impairment or speech impairment)	2	2	18	26	28	24	1240	2	2	17	26	24	28	932
Having a mobility impairment (eg using a walking aid or requiring a wheelchair)	1	3	46	20	7	24	1238	1	2	42	21	8	27	928
Having a mental health impairment (eg a history of depression)	3	1	12	22	38	24	1234	2	2	17	24	28	28	933
Being from a minority ethnic group	13	16	35	16	6	15	1235	7	11	31	19	9	22	922
Being from a working class background	3	7	43	23	10	14	1243	2	3	27	33	18	17	927
Being from a middle/upper class background	15	32	36	4	1	12	1245	29	33	22	2	1	13	935
Being gay, lesbian, bisexual, transgender or transsexual	4	5	42	18	9	22	1240	2	3	32	23	12	27	930
Having daily responsibility for the care of dependent children and/or adults	1	3	36	26	11	23	1238	1	2	21	26	27	23	933
Having a particular religious or other belief	2	5	54	13	3	24	1236	2	3	40	19	6	31	927

**Table 7.36 Should Affect the Outcome by Gender**

	Male (%)						N	Female (%)						N
	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know		Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	
Being male	1	3	96	-	-	<1	1219	1	2	96	<1	-	1	922
Being female	1	3	94	1	<1	1	1223	1	3	94	<1	<1	1	921
Being aged under 40	1	5	58	28	7	1	1204	2	6	70	17	3	2	910
Being aged 41 to 50	5	20	71	2	<1	1	1212	3	13	81	1	<1	2	904
Being aged 51 to 60	6	18	72	3	<1	1	1211	3	10	82	2	<1	2	904
Being aged over 60	2	8	61	22	5	2	1206	1	4	69	20	4	2	897
Having a visual impairment (not corrected by spectacles or contact lenses)	1	1	58	23	15	3	1220	<1	1	68	16	9	5	924
Having a communication impairment (eg hearing impairment or speech impairment)	1	1	36	31	27	3	1225	1	2	51	25	16	5	918
Having a mobility impairment (eg using a walking aid or requiring a wheelchair)	-	1	88	8	1	2	1222	<1	1	93	4	1	2	925
Having a mental health impairment (eg a history of depression)	2	1	28	32	34	4	1217	1	1	54	26	13	5	921
Being from a minority ethnic group	<1	4	93	2	1	1	1219	1	3	94	1	-	2	917
Being from a working class background	2	4	93	1	<1	1	1227	1	4	93	1	-	1	925
Being from a middle/upper class background	1	2	96	1	-	1	1227	-	1	97	1	<1	1	925
Being gay, lesbian, bisexual, transgender or transsexual	<1	1	90	4	2	2	1226	<1	1	94	2	<1	2	923
Having daily responsibility for the care of dependent children and/or adults	1	3	73	16	5	2	1228	<1	3	84	9	1	3	926
Having a particular religious or other belief	<1	<1	90	6	1	3	1227	-	1	90	4	1	4	925

## 7.4 Influence of Biographical Factors by Age

Table 7.37 Does: Being male

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	25	35	30	1	1	9	139
26 to 35	27	27	31	3	<1	12	531
36 to 45	27	25	33	7	1	8	562
46 to 55	20	19	45	7	1	7	608
56 to 65	13	15	56	8	2	6	305
66 to 72	18	14	46	-	-	21	28
72 and older	20	30	50	-	-	-	20

Table 7.38 Does: Being female

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	1	12	39	37	2	10	137
26 to 35	3	13	38	27	6	14	524
36 to 45	8	16	33	29	6	8	562
46 to 55	11	18	38	20	5	8	608
56 to 65	16	20	41	15	2	5	306
66 to 72	7	4	46	18	4	21	28
72 and older	6	28	56	11	-	-	18

Table 7.39 Does: Being aged under 40

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	3	6	19	46	15	10	136
26 to 35	2	5	16	39	24	14	527
36 to 45	1	3	16	39	31	10	559
46 to 55	2	8	19	43	17	11	592
56 to 65	3	11	18	42	18	8	297
66 to 72	-	12	39	23	12	15	26
72 and older	5	21	5	37	21	11	19

**Table 7.40 Does: Being aged 41 to 50**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	2	38	32	14	2	11	134
26 to 35	7	32	32	13	<1	17	526
36 to 45	8	36	34	10	1	12	553
46 to 55	10	36	32	9	1	12	599
56 to 65	16	36	32	5	1	10	302
66 to 72	11	43	29	4	-	14	28
72 and older	26	32	21	11	-	11	19

**Table 7.41 Does: Being aged 51 to 60**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	14	42	29	3	1	11	136
26 to 35	16	35	29	3	<1	16	527
36 to 45	13	36	31	6	1	13	553
46 to 55	23	32	30	11	3	12	597
56 to 65	15	29	29	13	5	10	303
66 to 72	22	22	26	11	4	15	27
72 and older	12	29	35	12	-	12	17

**Table 7.42 Does: Being over 60**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	7	28	25	24	3	14	136
26 to 35	10	17	26	25	5	17	522
36 to 45	5	14	25	28	13	15	549
46 to 55	5	13	18	29	22	13	596
56 to 65	3	10	18	26	32	11	294
66 to 72	4	11	7	44	19	15	27
72 and older	10	5	15	20	40	10	20

**Table 7.43 Does: Having a visual impairment (not corrected by spectacles or contact lenses)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	-	-	41	24	8	27	137
26 to 35	1	1	42	18	8	31	528
36 to 45	1	1	40	20	10	29	556
46 to 55	1	2	35	18	17	27	606
56 to 65	2	2	29	21	19	28	301
66 to 72	-	4	25	25	29	18	28
72 and older	11	5	11	32	26	16	19

**Table 7.44 Does: Having a communication impairment (eg: hearing or speech impairment)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	1	2	20	33	21	22	139
26 to 35	1	1	20	28	21	29	525
36 to 45	1	1	18	28	25	26	554
46 to 55	2	2	18	22	31	26	610
56 to 65	3	1	15	25	31	25	304
66 to 72	7	7	-	32	39	14	28
72 and older	10	10	10	15	45	10	20

**Table 7.45 Does: Having a mobility impairment (eg: using a walking aid or requiring a wheelchair)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	-	2	43	21	7	26	136
26 to 35	1	1	44	21	4	29	524
36 to 45	1	2	44	21	8	25	556
46 to 55	1	3	43	18	10	25	607
56 to 65	1	2	45	19	6	25	303
66 to 72	-	4	50	29	4	14	28
72 and older	-	10	55	15	10	10	20

**Table 7.46 Does: Having a mental health impairment (eg: history of depression)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	1	2	20	30	21	25	138
26 to 35	1	1	18	27	25	28	524
36 to 45	1	1	15	23	32	28	555
46 to 55	3	1	13	22	40	22	608
56 to 65	4	1	8	19	44	24	305
66 to 72	-	-	11	7	59	22	27
72 and older	11	-	6	6	67	11	18

**Table 7.47 Does: Being from a minority ethnic group**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	1	6	38	25	11	20	133
26 to 35	5	9	37	18	7	24	521
36 to 45	14	14	28	19	7	18	555
46 to 55	14	18	31	15	7	16	605
56 to 65	13	16	35	17	6	14	304
66 to 72	4	25	39	18	4	11	28
72 and older	-	26	58	11	-	5	19

**Table 7.48 Does: Being from a working class background**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	-	4	31	33	16	16	135
26 to 35	1	2	29	35	15	18	526
36 to 45	2	5	32	29	18	15	555
46 to 55	4	7	40	23	12	15	608
56 to 65	4	9	48	20	9	12	307
66 to 72	4	11	52	19	-	15	27
72 and older	-	16	58	11	-	16	19

**Table 7.49 Does: Being from a middle/upper class background**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	22	38	23	2	1	13	138
26 to 35	25	36	24	1	1	15	527
36 to 45	24	34	26	4	1	12	561
46 to 55	18	29	34	4	2	13	607
56 to 65	16	27	41	5	<1	11	308
66 to 72	7	26	56	4	-	7	27
72 and older	5	25	55	-	-	15	20

**Table 7.50 Does: Being gay, lesbian, bisexual, transgender or transsexual**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	1	2	35	24	15	24	136
26 to 35	2	2	34	26	12	27	524
36 to 45	4	5	39	19	9	24	557
46 to 55	4	6	40	19	9	23	608
56 to 65	3	6	42	20	6	23	306
66 to 72	-	-	21	32	25	21	28
72 and older	-	-	37	16	26	21	19

**Table 7.51 Does: Having daily responsibility for the care of dependent children and/or adults**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	-	1	28	31	19	21	139
26 to 35	1	2	25	29	16	27	525
36 to 45	1	1	28	25	24	21	557
46 to 55	1	3	34	23	17	22	607
56 to 65	1	4	36	25	13	22	304
66 to 72	-	7	36	25	11	21	28
72 and older	5	5	26	26	21	16	19

**Table 7.52 Does: Having a particular religious or other belief**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	-	4	45	21	6	24	137
26 to 35	2	4	41	17	5	32	522
36 to 45	2	4	46	16	4	29	553
46 to 55	2	4	52	14	4	25	606
56 to 65	1	5	55	16	3	21	306
66 to 72	-	7	57	14	-	21	28
72 and older	-	5	63	11	5	16	19

**Table 7.53 Should: Being male**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	2	4	95	-	-	-	134
26 to 35	1	2	96	<1	-	1	520
36 to 45	1	1	97	-	<1	1	545
46 to 55	1	2	96	-	<1	1	604
56 to 65	2	3	94	<1	<1	<1	301
66 to 72	-	14	86	-	-	-	28
72 and older	6	6	89	-	-	-	18

**Table 7.54 Should: Being female**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	1	5	93	1	1	-	134
26 to 35	1	2	96	<1	-	1	521
36 to 45	1	3	95	1	-	1	545
46 to 55	2	3	94	1	<1	1	607
56 to 65	1	4	92	1	1	<1	299
66 to 72	-	11	85	-	-	4	27
72 and older	-	15	85	-	-	-	20

**Table 7.55 Should: Being aged under 40**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	2	9	74	14	2	1	133
26 to 35	2	7	73	16	1	1	517
36 to 45	1	3	69	23	4	1	541
46 to 55	1	5	56	29	8	2	590
56 to 65	1	4	49	32	12	1	296
66 to 72	4	4	58	23	12	-	26
72 and older	5	5	37	32	16	5	19

**Table 7.56 Should: Being aged 41 to 50**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	2	15	83	-	1	-	133
26 to 35	2	12	83	1	-	2	512
36 to 45	3	14	81	1	<1	1	539
46 to 55	5	20	71	2	<1	2	598
56 to 65	7	27	62	3	<1	2	296
66 to 72	7	29	54	7	-	4	28
72 and older	26	26	37	5	-	5	19

**Table 7.57 Should: Being aged 51 to 60**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	2	14	82	2	1	-	133
26 to 35	2	10	84	2	<1	2	512
36 to 45	3	11	82	2	<1	2	512
46 to 55	8	18	73	2	<1	2	597
56 to 65	11	21	61	4	1	2	299
66 to 72	11	33	44	7	-	4	27
72 and older	18	29	47	-	-	6	17

**Table 7.58 Should: Being over 60**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	1	9	73	15	2	1	128
26 to 35	1	3	74	17	2	2	511
36 to 45	2	4	68	22	3	1	541
46 to 55	2	8	58	24	6	2	592
56 to 65	4	11	52	24	7	2	296
66 to 72	4	12	39	35	7	4	26
72 and older	6	11	40	28	11	6	18

**Table 7.59 Should: Having a visual impairment (not corrected by spectacles or contact lenses)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	-	1	74	18	4	3	135
26 to 35	<1	1	72	17	6	4	520
36 to 45	<1	1	70	18	8	4	544
46 to 55	<1	1	55	23	17	4	607
56 to 65	2	<1	45	27	22	4	299
66 to 72	4	4	39	21	32	-	28
72 and older	10	-	20	35	25	10	20

**Table 7.60 Should: Having a communication impairment (eg: hearing or speech impairment)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	-	2	56	32	11	1	133
26 to 35	1	3	50	29	15	3	519
36 to 45	1	1	50	29	15	4	546
46 to 55	1	1	37	28	29	4	603
56 to 65	<1	1	85	9	3	3	302
66 to 72	-	4	75	14	7	-	28
72 and older	-	5	75	15	-	5	20

**Table 7.61 Should: Having a mobility impairment (eg: using a walking aid or requiring a wheelchair)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	-	1	94	4	1	1	135
26 to 35	<1	1	94	3	<1	2	521
36 to 45	-	1	93	4	<1	2	546
46 to 55	-	1	86	9	1	2	604
56 to 65	<1	1	85	9	3	3	302
66 to 72	-	4	75	14	7	-	28
72 and older	-	5	75	15	-	5	50

**Table 7.62 Should: Having a mental health impairment (eg: history of depression)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	1	1	57	30	8	3	133
26 to 35	1	2	52	28	12	6	518
36 to 45	1	1	43	30	21	4	544
46 to 55	1	1	32	30	32	4	601
56 to 65	3	1	21	30	42	3	304
66 to 72	4	-	19	26	52	-	27
72 and older	10	-	10	25	50	5	20

**Table 7.63 Should: Being from a minority ethnic group**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	1	3	94	2	-	1	134
26 to 35	1	2	96	1	-	1	522
36 to 45	1	3	94	1	<1	1	538
46 to 55	<1	5	92	2	<1	2	603
56 to 65	1	6	90	2	1	1	301
66 to 72	-	7	82	11	-	-	28
72 and older	-	5	90	-	-	5	19

**Table 7.64 Should: Being from a working class background**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	2	5	91	2	-	-	135
26 to 35	<1	3	95	1	-	<1	522
36 to 45	2	5	92	1	<1	1	548
46 to 55	1	3	93	1	<1	2	608
56 to 65	2	4	93	1	-	<1	302
66 to 72	4	4	85	7	-	-	27
72 and older	-	5	90	-	-	5	19

**Table 7.65 Should: Being from a middle/upper class background**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	-	4	96	-	-	-	135
26 to 35	-	1	97	1	-	1	524
36 to 45	<1	1	67	1	<1	1	546
46 to 55	-	1	97	1	-	1	607
56 to 65	1	2	96	1	-	<1	304
66 to 72	7	4	85	4	-	-	27
72 and older	-	6	89	-	-	6	18

**Table 7.66 Should: Being gay, lesbian, bisexual, transgender or transsexual**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	1	3	92	4	-	1	135
26 to 35	<1	1	96	1	<1	2	525
36 to 45	-	1	94	2	1	2	543
46 to 55	<1	1	91	4	2	3	604
56 to 65	<1	1	86	6	4	2	303
66 to 72	-	-	64	25	7	4	28
72 and older	-	5	75	10	10	-	20

**Table 7.67 Should: Having daily responsibility for the care of dependent children and/or adults**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	-	3	84	12	1	-	134
26 to 35	<1	2	84	10	1	3	527
36 to 45	1	2	94	9	2	2	546
46 to 55	1	3	75	15	3	3	606
56 to 65	<1	4	66	19	9	2	302
66 to 72	-	4	61	29	4	4	28
72 and older	5	20	30	30	10	5	20

**Table 7.68 Should: Having a particular religious or other belief**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	-	2	91	5	-	2	133
26 to 35	-	1	91	4	2	3	524
36 to 45	<1	<1	91	4	1	4	546
46 to 55	<1	1	89	6	2	3	607
56 to 65	<1	1	89	6	1	3	303
66 to 72	-	-	93	4	4	-	28
72 and older	5	-	75	15	5	-	20

## 7.5 Influence of Biographical Related Factors by Disability

Table 7.69 Does Affect the Outcome by Disability

	Have a disability (%)*							Do not have a disability (%)						
	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N
Being male	24	23	39	10	0	5	62	23	23	39	5	<1	9	2123
Being female	17	17	33	22	5	7	60	8	16	38	24	5	9	2116
Being aged under 40	9	12	14	30	25	11	57	2	6	18	41	22	11	2091
Being aged 41 to 50	16	34	29	7	2	12	58	9	35	32	10	1	13	2094
Being aged 51 to 60	7	28	26	19	9	12	58	14	34	30	7	2	13	2093
Being aged over 60	7	14	16	25	30	9	57	6	15	22	27	16	14	2078
Having a visual impairment (not corrected by spectacles or contact lenses)	3	0	38	16	17	26	58	<1	1	37	20	13	28	2109
Having a communication impairment (eg hearing impairment or speech impairment)	2	3	14	24	34	24	59	2	2	18	26	26	26	2113
Having a mobility impairment (eg using a walking aid or requiring a wheelchair)	0	5	33	25	17	20	60	<1	2	45	20	7	26	2106
Having a mental health impairment (eg a history of depression)	3	0	10	24	41	21	58	2	1	15	23	34	26	2109
Being from a minority ethnic group	19	17	24	15	14	12	59	10	14	33	18	7	18	2099
Being from a working class background	3	2	42	24	17	12	59	3	5	36	27	14	15	2111
Being from a middle/upper class background	25	29	34	5	0	7	59	21	32	30	3	1	13	2121
Being gay, lesbian, bisexual, transgender or transsexual	3	2	31	27	14	24	59	3	4	38	20	10	24	2112
Having daily responsibility for the care of dependent children and/or adults	2	5	27	22	25	19	59	<1	2	30	26	18	23	2113
Having a particular religious or other belief	2	5	42	15	7	29	59	2	4	48	16	4	27	2105

\* Sample sizes too small to allow confidence in the findings at the disaggregate level.

**Table 7.70 Should Affect the Outcome by Disability**

	Have a disability (%)*						Do not have a disability (%)						N	
	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know		
Being male	2	2	93	3	0	0	59	1	2	96	<1	<1	<1	2083
Being female	3	7	90	0	0	0	61	1	3	94	<1	<1	<1	2083
Being aged under 40	2	10	61	20	7	2	61	1	5	63	24	5	1	2053
Being aged 41 to 50	5	17	73	3	0	2	59	4	17	75	1	<1	2	2058
Being aged 51 to 60	2	17	76	3	0	2	59	5	15	76	2	<1	2	2057
Being aged over 60	0	7	68	17	7	2	59	2	6	64	21	4	2	2045
Having a visual impairment (not corrected by spectacles or contact lenses)	2	0	68	15	12	3	60	<1	<1	62	20	12	4	2085
Having a communication impairment (eg hearing impairment or speech impairment)	2	2	40	37	15	5	60	1	2	42	29	23	4	2084
Having a mobility impairment (eg using a walking aid or requiring a wheelchair)	0	3	90	7	0	0	60	<1	<1	90	6	1	2	2088
Having a mental health impairment (eg a history of depression)	2	0	45	37	13	3	60	1	1	39	29	25	4	2079
Being from a minority ethnic group	2	8	88	2	0	0	59	<1	4	93	1	<1	1	2077
Being from a working class background	2	7	88	2	0	2	60	1	4	93	<1	<1	<1	2092
Being from a middle/upper class background	2	0	95	2	0	2	59	<1	1	97	<1	<1	<1	2094
Being gay, lesbian, bisexual, transgender or transsexual	0	2	93	2	2	2	60	<1	1	92	3	1	2	2089
Having daily responsibility for the care of dependent children and/or adults	0	2	77	13	8	0	60	<1	3	78	13	3	3	2094
Having a particular religious or other belief	0	0	83	7	5	5	60	<1	<1	90	5	1	3	2092

\* Sample sizes too small to allow confidence in the findings at the disaggregate level.

## 7.6 Influence of Biographical Related Factors by Ethnicity

Table 7.71 Does: Being male

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	23	23	39	6	1	9	2069
Any Other White Background	26	18	36	7	4	8	72
Other Ethnic Background	35	28	26	2	2	7	43

Table 7.72 Does: Being female

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	8	16	38	24	5	9	2061
Any Other White Background	15	15	26	30	6	8	73
Other Ethnic Background	5	12	42	24	7	10	41

Table 7.73 Does: Being aged under 40

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	2	6	18	41	22	11	2035
Any Other White Background	3	7	11	42	28	9	71
Other Ethnic Background	2	7	17	21	41	12	42

Table 7.74 Does: Being aged 41 to 50

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	9	35	32	10	1	13	2039
Any Other White Background	7	38	31	11	-	13	71
Other Ethnic Background	12	29	33	14	-	12	42

**Table 7.75 Does: Being aged 51 to 60**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	14	34	30	8	2	13	2040
Any Other White Background	19	36	30	1	1	12	69
Other Ethnic Background	26	14	36	12	-	12	42

**Table 7.76 Does: Being over 60**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	6	15	22	28	16	14	2026
Any Other White Background	10	15	25	23	13	15	69
Other Ethnic Background	10	10	25	20	18	18	40

**Table 7.77 Does: Having a visual impairment (not corrected by spectacles or contact lenses)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	1	1	37	19	13	28	2051
Any Other White Background	1	1	27	27	12	30	73
Other Ethnic Background	-	2	43	14	21	19	42

**Table 7.78 Does: Having a communication impairment (eg: hearing or speech impairment)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	2	2	18	26	26	26	2056
Any Other White Background	1	-	10	31	28	31	72
Other Ethnic Background	5	-	21	23	33	19	43

**Table 7.79 Does: Having a mobility impairment (eg: using a walking aid or requiring a wheelchair)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	1	2	45	20	7	26	2050
Any Other White Background	3	1	38	23	7	27	73
Other Ethnic Background	2	2	38	21	19	17	42

**Table 7.80 Does: Having a mental health impairment (eg: history of depression)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	2	1	14	23	34	26	2052
Any Other White Background	3	1	15	21	32	28	72
Other Ethnic Background	5	-	19	14	43	19	42

**Table 7.81 Does: Being from a minority ethnic group**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	10	14	34	17	6	18	2043
Any Other White Background	17	13	21	21	13	17	72
Other Ethnic Background	5	5	24	24	29	12	41

**Table 7.82 Does: Being from a working class background**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	3	5	36	27	13	15	2056
Any Other White Background	3	3	35	29	17	14	72
Other Ethnic Background	-	3	28	35	28	8	40

**Table 7.83 Does: Being from a middle/upper class background**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	21	32	30	3	1	13	2065
Any Other White Background	21	35	28	6	1	10	72
Other Ethnic Background	41	36	17	2	-	5	42

**Table 7.84 Does: Being gay, lesbian, bisexual, transgender or transsexual**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	3	4	38	21	10	24	2055
Any Other White Background	7	1	37	19	12	23	73
Other Ethnic Background	-	2	24	15	34	24	41

**Table 7.85 Does: Having daily responsibility for the care of dependent children and/or adults**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	1	2	30	26	18	23	2056
Any Other White Background	1	3	24	29	18	25	72
Other Ethnic Background	2	2	29	26	29	12	42

**Table 7.86 Does: Having a particular religious or other belief**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	2	4	49	15	4	27	2051
Any Other White Background	6	-	39	21	3	31	71
Other Ethnic Background	-	5	34	22	22	17	41

**Table 7.87 Should: Being male**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	1	2	96	<1	<1	1	2027
Any Other White Background	-	-	100	-	-	-	72
Other Ethnic Background	-	5	93	-	-	2	41

**Table 7.88 Should: Being female**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	1	3	94	1	<1	1	2029
Any Other White Background	1	6	92	-	-	1	72
Other Ethnic Background	-	5	91	2	-	2	42

**Table 7.89 Should: Being aged under 40**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	2	5	63	24	6	1	1999
Any Other White Background	1	3	64	28	3	1	72
Other Ethnic Background	2	5	68	15	5	5	41

**Table 7.90 Should: Being aged 41 to 50**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	4	17	75	2	<1	2	2002
Any Other White Background	4	19	75	-	-	1	72
Other Ethnic Background	-	24	71	-	-	5	41

**Table 7.91 Should: Being aged 51 to 60**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	5	15	76	2	<1	2	2000
Any Other White Background	7	14	77	1	-	1	73
Other Ethnic Background	-	12	78	5	-	5	41

**Table 7.92 Should: Being over 60**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	2	6	64	22	5	2	1991
Any Other White Background	-	10	75	11	3	1	72
Other Ethnic Background	-	8	72	8	8	5	39

**Table 7.93 Should: Having a visual impairment (not corrected by spectacles or contact lenses)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	1	1	62	20	13	4	2028
Any Other White Background	-	-	59	25	11	6	73
Other Ethnic Background	-	-	71	17	7	5	41

**Table 7.94 Should: Having a communication impairment (eg: hearing or speech impairment)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	1	2	42	29	23	4	2028
Any Other White Background	1	-	44	29	19	7	73
Other Ethnic Background	3	-	50	28	18	3	40

**Table 7.95 Should: Having a mobility impairment (eg: using a walking aid or requiring a wheelchair)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	<1	1	90	6	1	2	2031
Any Other White Background	-	1	96	1	-	1	73
Other Ethnic Background	2	-	90	5	-	2	41

**Table 7.96 Should: Having a mental health impairment (eg: history of depression)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	1	1	39	29	25	4	2022
Any Other White Background	1	-	44	30	18	7	73
Other Ethnic Background	2	-	42	22	27	7	41

**Table 7.97 Should: Being from a minority ethnic group**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	1	4	93	1	<1	1	2021
Any Other White Background	-	6	94	-	-	-	71
Other Ethnic Background	2	5	88	-	-	5	42

**Table 7.98 Should: Being from a working class background**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	1	4	93	1	<1	1	2036
Any Other White Background	1	1	96	1	-	-	72
Other Ethnic Background	2	2	88	2	-	5	42

**Table 7.99 Should: Being from a middle/upper class background**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	<1	1	67	1	<1	1	2037
Any Other White Background	-	-	100	-	-	-	72
Other Ethnic Background	-	2	90	-	-	7	41

**Table 7.100 Should: Being gay, lesbian, bisexual, transgender or transsexual**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	1	1	92	3	1	2	2032
Any Other White Background	-	1	93	4	1	-	73
Other Ethnic Background	-	2	93	-	-	5	42

**Table 7.101 Should: Having daily responsibility for the care of dependent children and/or adults**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	<1	3	78	13	3	2	2037
Any Other White Background	1	5	78	10	3	3	74
Other Ethnic Background	-	2	83	7	-	7	41

**Table 7.102 Should: Having a particular religious or other belief**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	<1	1	90	5	1	3	2034
Any Other White Background	-	-	97	3	-	-	74
Other Ethnic Background	-	2	88	5	-	5	42

## 7.7 Influence of Biographical Related Factors by Sexual Orientation

Table 7.103 Does Affect the Outcome by Sexual Orientation

	Heterosexual (%)						N	Other (%)*						N
	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know		Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	
Being male	23	23	39	5	1	9	2081	23	23	37	3	5	9	78
Being female	8	16	38	24	5	9	2070	8	17	33	29	4	9	78
Being aged under 40	2	6	18	40	22	11	2045	1	5	13	47	22	12	77
Being aged 41 to 50	9	35	3	10	1	13	2049	8	34	36	9	1	12	76
Being aged 51 to 60	14	33	30	8	2	13	2049	15	40	28	3	0	15	75
Being aged over 60	6	15	22	27	16	14	2035	7	14	23	29	12	15	73
Having a visual impairment (not corrected by spectacles or contact lenses)	1	1	37	20	13	28	2063	0	1	38	19	14	27	77
Having a communication impairment (eg hearing impairment or speech impairment)	2	2	18	26	26	26	2069	1	1	16	29	26	26	76
Having a mobility impairment (eg using a walking aid or requiring a wheelchair)	1	2	44	20	7	25	2063	0	0	39	27	10	23	77
Having a mental health impairment (eg a history of depression)	2	1	15	23	34	25	2062	4	1	6	26	40	23	78
Being from a minority ethnic group	10	14	33	17	7	18	2052	10	14	31	23	8	14	78
Being from a working class background	2	5	36	28	13	15	2064	3	3	32	26	21	17	78
Being from a middle/upper class background	21	32	30	3	1	13	2075	22	36	22	4	4	13	78
Being gay, lesbian, bisexual, transgender or transsexual	3	4	38	20	10	25	2066	5	3	27	28	22	15	78
Having daily responsibility for the care of dependent children and/or adults	1	2	30	26	18	23	2066	0	6	23	32	17	22	78
Having a particular religious or other belief	2	4	48	16	4	27	2059	1	6	41	18	6	27	78

\* Sample sizes too small to allow confidence in the findings at the disaggregate level.

**Table 7.104 Should Affect the Outcome by Sexual Orientation**

	Heterosexual (%)						N	Other (%)*						N
	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know		Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	
Being male	1	2	96	0	0	1	2038	0	1	97	0	1	0	78
Being female	1	3	94	1	0	1	2040	0	5	95	0	0	0	78
Being aged under 40	2	5	63	24	5	1	2010	0	5	71	19	4	0	77
Being aged 41 to 50	4	18	75	2	0	2	2014	3	8	89	0	0	0	76
Being aged 51 to 60	5	15	76	2	0	2	2011	3	6	87	4	0	0	78
Being aged over 60	2	6	64	22	5	2	2003	0	3	83	11	4	0	75
Having a visual impairment (not corrected by spectacles or contact lenses)	1	1	62	20	12	4	2041	0	0	62	22	13	3	77
Having a communication impairment (eg hearing impairment or speech impairment)	1	2	42	29	23	4	2039	1	1	50	27	17	4	78
Having a mobility impairment (eg using a walking aid or requiring a wheelchair)	0	1	90	6	1	2	2044	0	0	95	4	0	1	77
Having a mental health impairment (eg a history of depression)	1	1	39	29	25	4	2035	1	1	34	34	25	5	77
Being from a minority ethnic group	1	4	93	1	0	1	2033	0	6	91	1	1	0	77
Being from a working class background	1	4	93	1	0	1	2050	0	4	93	3	0	0	76
Being from a middle/upper class background	0	1	96	1	0	1	2049	0	1	97	1	0	0	77
Being gay, lesbian, bisexual, transgender or transsexual	0	1	92	3	1	2	2047	1	3	94	1	1	0	77
Having daily responsibility for the care of dependent children and/or adults	0	3	78	13	3	3	2051	3	3	84	9	1	0	77
Having a particular religious or other belief	0	1	90	5	1	3	2049	0	1	83	6	5	4	77

\* Sample sizes too small to allow confidence in the findings at the disaggregate level.

## 7.8 Influence of Biographical Related Factors by Religion

Table 7.105 Does: Being male

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	22	23	41	6	1	8	740
Roman Catholic	28	19	39	5	2	8	321
Other Christian	21	26	39	3	1	10	168
Other	27	30	31	5	-	8	64
None	23	24	37	6	1	10	875

Table 7.106 Does: Being female

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	7	17	41	24	5	8	734
Roman Catholic	10	18	38	22	5	8	318
Other Christian	9	12	41	25	4	10	169
Other	3	15	36	31	3	13	62
None	9	15	34	26	5	10	874

Table 7.107 Does: Being aged under 40

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	2	7	21	39	21	11	721
Roman Catholic	2	7	14	44	25	9	311
Other Christian	3	3	15	44	21	14	168
Other	2	7	19	32	29	11	62
None	2	7	16	41	22	12	869

**Table 7.108 Does: Being aged 41 to 50**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	10	34	34	9	2	11	728
Roman Catholic	8	40	32	10	1	9	311
Other Christian	10	43	23	10	1	15	169
Other	3	41	29	16	2	10	63
None	9	33	33	10	1	14	863

**Table 7.109 Does: Being aged 51 to 60**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	15	32	31	8	2	12	730
Roman Catholic	17	33	29	8	4	9	312
Other Christian	15	37	26	6	1	15	167
Other	19	30	27	10	3	11	63
None	12	35	30	7	1	15	862

**Table 7.110 Does: Being over 60**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	6	14	22	27	19	13	725
Roman Catholic	8	12	20	31	17	13	307
Other Christian	5	15	19	26	19	16	165
Other	7	21	23	26	8	15	61
None	6	16	23	27	13	15	859

**Table 7.111 Does: Having a visual impairment (not corrected by spectacles or contact lenses)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	1	1	38	21	13	26	735
Roman Catholic	1	2	38	17	18	25	314
Other Christian	1	2	37	16	14	31	170
Other	-	-	37	22	16	25	63
None	1	1	36	20	11	31	866

**Table 7.112 Does: Having a communication impairment (eg: hearing or speech impairment)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	2	2	18	28	27	23	735
Roman Catholic	2	3	20	22	32	22	317
Other Christian	2	2	15	24	26	30	169
Other	2	-	19	29	25	25	63
None	2	1	18	27	24	249	869

**Table 7.113 Does: Having a mobility impairment (eg: using a walking aid or requiring a wheelchair)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	1	2	46	21	7	23	735
Roman Catholic	1	2	48	17	10	23	316
Other Christian	1	2	41	20	6	30	168
Other	2	-	45	18	11	24	62
None	1	2	42	21	6	28	867

**Table 7.114 Does: Having a mental health impairment (eg: history of depression)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	2	1	14	23	36	23	735
Roman Catholic	4	2	16	24	34	22	316
Other Christian	4	1	9	24	31	31	169
Other	-	-	18	18	37	27	62
None	1	1	15	23	33	27	866

**Table 7.115 Does: Being from a minority ethnic group**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	11	13	39	16	6	16	732
Roman Catholic	12	18	32	15	8	14	314
Other Christian	10	14	27	19	5	25	170
Other	7	7	29	27	11	19	62
None	10	14	30	19	8	20	860

**Table 7.116 Does: Being from a working class background**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	3	5	43	24	11	14	734
Roman Catholic	1	5	35	30	17	12	317
Other Christian	2	4	32	29	12	22	171
Other	-	-	26	44	19	11	62
None	3	6	33	28	15	16	866

**Table 7.117 Does: Being from a middle/upper class background**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	18	32	34	3	1	12	741
Roman Catholic	26	33	26	4	1	10	318
Other Christian	22	26	27	4	1	21	171
Other	19	48	22	2	2	8	63
None	22	32	29	3	1	14	868

**Table 7.118 Does: Being gay, lesbian, bisexual, transgender or transsexual**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	2	4	40	21	10	22	735
Roman Catholic	5	4	41	19	9	22	316
Other Christian	4	7	32	23	7	28	169
Other	2	5	32	18	18	26	62
None	3	4	37	20	11	25	869

**Table 7.119 Does: Having daily responsibility for the care of dependent children and/or adults**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	<1	2	33	27	18	20	737
Roman Catholic	1	1	33	27	18	18	314
Other Christian	2	4	24	27	14	30	170
Other	-	2	21	32	23	23	62
None	1	3	28	24	19	25	869

**Table 7.120 Does: Having a particular religious or other belief**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	1	4	53	14	3	25	737
Roman Catholic	2	3	49	21	5	21	316
Other Christian	1	4	45	14	6	31	170
Other	2	3	37	15	15	29	62
None	2	5	44	16	4	29	860

**Table 7.121 Should: Being male**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	2	3	95	-	<1	1	722
Roman Catholic	<1	2	96	<1	1	<1	171
Other Christian	-	5	95	-	-	1	171
Other	-	-	98	-	-	2	62
None	1	1	97	<1	-	1	855

**Table 7.122 Should: Being female**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	2	3	94	1	<1	1	726
Roman Catholic	<1	3	96	1	-	1	315
Other Christian	-	5	94	1	-	1	171
Other	-	6	92	-	-	2	63
None	1	3	94	1	<1	1	851

**Table 7.123 Should: Being aged under 40**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	2	7	62	23	5	2	708
Roman Catholic	1	5	64	24	6	1	311
Other Christian	1	2	67	26	3	1	170
Other	2	2	69	23	3	2	62
None	2	4	63	24	6	1	844

**Table 7.124 Should: Being aged 41 to 50**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	5	20	72	2	<1	2	711
Roman Catholic	3	15	79	2	-	1	308
Other Christian	5	22	70	2	-	1	172
Other	2	15	82	-	-	2	62
None	4	26	77	1	<1	2	845

**Table 7.125 Should: Being aged 51 to 60**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	6	15	74	3	<1	2	709
Roman Catholic	6	13	78	2	-	1	311
Other Christian	5	18	74	2	1	1	170
Other	2	11	82	3	-	2	62
None	4	15	77	2	1	2	845

**Table 7.126 Should: Being over 60**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	2	7	60	23	6	2	710
Roman Catholic	2	7	66	20	3	1	308
Other Christian	2	8	64	21	4	1	170
Other	-	3	77	13	3	3	60
None	1	6	66	21	4	2	837

**Table 7.127 Should: Having a visual impairment (not corrected by spectacles or contact lenses)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	1	1	59	20	14	5	726
Roman Catholic	<1	1	61	18	16	3	312
Other Christian	-	2	63	17	13	4	172
Other	-	2	71	16	8	3	62
None	<1	<1	64	22	10	3	853

**Table 7.128 Should: Having a communication impairment (eg: hearing or speech impairment)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	2	21	38	30	24	4	721
Roman Catholic	1	2	45	26	23	4	314
Other Christian	1	2	47	24	22	4	171
Other	-	2	45	29	16	8	62
None	1	1	44	30	21	3	856

**Table 7.129 Should: Having a mobility impairment (eg: using a walking aid or requiring a wheelchair)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	<1	1	88	7	2	3	723
Roman Catholic	-	1	92	5	-	2	313
Other Christian	1	1	86	9	2	1	172
Other	-	3	94	2	-	2	63
None	<1	1	92	5	1	1	857

**Table 7.130 Should: Having a mental health impairment (eg: history of depression)**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	2	2	36	28	29	4	718
Roman Catholic	1	2	46	26	21	5	311
Other Christian	2	1	40	29	23	5	171
Other	-	2	40	25	25	8	63
None	1	1	39	32	23	3	856

**Table 7.131 Should: Being from a minority ethnic group**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	1	4	93	1	<1	2	715
Roman Catholic	<1	4	95	<1	-	1	314
Other Christian	-	2	93	2	1	2	173
Other	2	9	88	-	-	2	64
None	1	4	93	1	<1	1	851

**Table 7.132 Should: Being from a working class background**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	1	3	94	1	<1	1	721
Roman Catholic	2	4	93	<1	<1	<1	316
Other Christian	-	2	94	2	1	2	173
Other	3	5	89	2	-	2	64
None	2	5	92	1	-	1	859

**Table 7.133 Should: Being from a middle/upper class background**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	1	1	96	1	<1	1	721
Roman Catholic	-	1	98	1	<1	<1	315
Other Christian	1	2	95	-	-	2	173
Other	-	3	94	-	-	3	63
None	<1	1	96	1	-	1	861

**Table 7.134 Should: Being gay, lesbian, bisexual, transgender or transsexual**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	<1	1	90	5	2	3	723
Roman Catholic	-	<1	94	3	2	1	314
Other Christian	-	1	90	4	2	3	173
Other	-	5	92	-	-	3	64
None	<1	2	93	3	1	2	856

**Table 7.135 Should: Having daily responsibility for the care of dependent children and/or adults**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	<1	3	74	16	4	3	722
Roman Catholic	1	2	84	10	2	2	317
Other Christian	1	4	72	15	4	5	173
Other	-	5	75	16	-	5	63
None	<1	3	81	12	4	2	860

**Table 7.136 Should: Having a particular religious or other belief**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	<1	1	90	4	1	4	721
Roman Catholic	1	1	94	1	<1	3	317
Other Christian	-	-	93	4	-	4	172
Other	-	2	88	3	3	5	64
None	-	<1	88	7	2	3	859

## 8 Differences in Influencing Factors: Other

### 8.1 Influence of Other Factors by Eligibility

**Table 8.1 Does Affect the Outcome by Eligibility**

	Eligible (%)							Ineligible (%)						
	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N
Having good references	54	31	4	<1	<1	11	1238	56	29	3	-	-	13	955
Being known by the judiciary	52	28	11	-	<1	9	1243	61	24	6	<1	<1	10	957
Working in the Central belt of Scotland	18	27	38	1	<1	16	1240	23	32	26	<1	<1	19	947
Being in the right social networks	41	26	22	<1	<1	11	1246	51	27	10	<1	<1	11	953
Having a certain political opinion/belief or affiliation to a political party	14	21	41	3	2	19	1238	17	28	30	3	1	22	950

**Table 8.2 Should Affect the Outcome by Eligibility**

	Eligible (%)							Ineligible (%)						
	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N
Having good references	61	34	4	-	-	1	1232	69	27	3	-	-	1	921
Being known by the judiciary	12	33	54	<1	-	1	1224	10	41	47	1	<1	1	914
Working in the Central belt of Scotland	<1	5	93	1	<1	1	1226	1	7	89	<1	<1	2	919
Being in the right social networks	<1	3	94	1	1	1	1227	1	6	90	1	1	1	919
Having a certain political opinion/belief or affiliation to a political party	<1	1	89	5	4	1	1226	<1	1	88	4	4	2	924

## 8.2 Influence of Other Factors by Professional Group

Table 8.3 Does: Having good references

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	55	39	-	-	-	6	83
Part-time judicial office holder	54	31	6	-	-	10	72
An Advocate	41	38	4	-	-	17	140
A Solicitor-Advocate	63	29	3	-	-	5	59
A solicitor	56	29	4	<1	<1	12	1810
None of these	54	37	2	-	-	7	41

Table 8.4 Does: Being known by the judiciary

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	27	33	34	-	-	7	83
Part-time judicial office holder	36	38	18	-	-	8	72
An Advocate	40	32	12	1	-	15	140
A Solicitor-Advocate	59	27	12	-	-	2	59
A solicitor	59	25	7	<1	<1	9	1816
None of these	54	24	15	-	-	7	41

Table 8.5 Does: Working in the Central belt of Scotland

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	12	19	54	1	-	13	83
Part-time judicial office holder	10	21	54	3	-	13	71
An Advocate	9	26	45	1	-	19	142
A Solicitor-Advocate	14	32	42	-	-	12	57
A solicitor	22	31	29	1	<1	18	1805
None of these	20	32	29	-	-	20	41

**Table 8.6 Does: Being in the right social networks**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	12	15	60	-	-	13	83
Part-time judicial office holder	24	25	39	-	1	11	72
An Advocate	27	23	29	-	-	21	141
A Solicitor-Advocate	45	19	29	-	-	7	58
A solicitor	49	27	13	<1	1	10	1817
None of these	48	35	13	-	-	5	40

**Table 8.7 Does: Having a certain political opinion/belief or affiliation to a political party**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	1	6	72	4	2	15	83
Part-time judicial office holder	10	19	47	7	1	15	72
An Advocate	11	21	46	1	1	20	142
A Solicitor-Advocate	21	16	40	3	-	21	58
A solicitor	16	25	33	3	2	21	1804
None of these	17	22	39	-	-	22	41

**Table 8.8 Should: Having goods references**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	51	44	4	-	-	1	71
Part-time judicial office holder	61	34	4	-	-	1	71
An Advocate	48	47	4	-	-	1	142
A Solicitor-Advocate	53	35	9	-	-	3	58
A solicitor	67	29	4	-	-	1	1771
None of these	64	26	8	-	-	3	37

**Table 8.9 Should: Being known by the judiciary**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	31	32	37	-	-	-	84
Part-time judicial office holder	16	32	51	-	-	1	71
An Advocate	24	48	26	1	-	1	138
A Solicitor-Advocate	25	36	37	-	-	2	59
A solicitor	8	36	54	1	<1	1	1760
None of these	8	38	54	-	-	-	37

**Table 8.10 Should: Working in the Central belt of Scotland**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	1	6	92	-	-	1	83
Part-time judicial office holder	-	6	92	1	-	1	71
An Advocate	-	9	89	-	-	3	142
A Solicitor-Advocate	-	8	88	-	-	3	60
A solicitor	1	6	91	1	<1	1	1763
None of these	-	5	89	-	-	5	37

**Table 8.11 Should: Being in the right social networks**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	-	4	95	1	-	-	83
Part-time judicial office holder	-	1	99	-	-	-	70
An Advocate	-	4	91	1	1	3	140
A Solicitor-Advocate	-	7	92	-	-	2	60
A solicitor	1	5	92	1	1	1	1767
None of these	3	3	95	-	-	-	37

**Table 8.12 Should: Having a certain political opinion/belief or affiliation to a political party**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Full-time judicial office holder	-	-	89	6	5	-	84
Part-time judicial office holder	-	-	90	4	4	1	71
An Advocate	-	1	89	5	2	3	142
A Solicitor-Advocate	-	-	82	8	5	5	60
A solicitor	<1	1	89	5	4	2	1767
None of these	-	3	95	-	-	3	37

## 8.3 Influence of Other Factors by Gender

Table 8.13 Does Affect the Outcome by Gender

	Male (%)							Female (%)						
	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N
Having good references	53	33	4	0	0	11	1251	58	26	3	0	0	13	939
Being known by the judiciary	52	28	11	0	<1	9	1251	61	23	6	<1	<1	10	945
Working in the Central belt of Scotland	16	31	38	1	<1	15	1245	24	29	26	1	<1	20	939
Being in the right social networks	38	29	21	<1	1	11	1252	55	23	11	<1	<1	11	944
Having a certain political opinion/belief or affiliation to a political party	13	22	43	3	2	17	1249	18	27	27	3	1	25	936

Table 8.14 Should Affect the Outcome by Gender

	Male (%)							Female (%)						
	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N
Having good references	59	36	4	0	0	1	1230	72	24	3	0	0	1	919
Being known by the judiciary	13	37	49	1	0	1	1218	8	37	54	<1	<1	1	916
Working in the Central belt of Scotland	1	6	92	1	<1	1	1221	1	6	90	<1	<1	2	919
Being in the right social networks	<1	5	92	1	2	1	1220	<1	4	94	<1	<1	1	921
Having a certain political opinion/belief or affiliation to a political party	0	1	88	5	5	1	1222	<1	1	89	4	3	3	923

## 8.4 Influence of Other Factors by Age

Table 8.15 Does: Having good references

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	54	30	4	-	-	12	138
26 to 35	57	26	2	<1	-	15	535
36 to 45	53	33	4	<1	<1	10	561
46 to 55	55	30	4	-	-	11	609
56 to 65	53	32	5	-	-	10	306
66 to 72	72	17	3	-	-	7	29
72 and older	55	25	10	-	-	10	20

Table 8.16 Does: Being known by the judiciary

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	58	28	4	1	-	10	138
26 to 35	61	24	5	<1	<1	11	537
36 to 45	64	23	6	<1	<1	8	563
46 to 55	51	27	13	-	<1	9	611
56 to 65	46	32	14	-	<1	8	306
66 to 72	67	30	23	-	-	10	30
72 and older	26	37	21	-	-	16	19

Table 8.17 Does: Working in the Central belt of Scotland

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	16	39	26	-	-	19	137
26 to 35	25	28	26	<1	<1	21	530
36 to 45	20	32	28	1	<1	19	561
46 to 55	20	28	27	1	-	14	611
56 to 65	14	26	45	<1	<1	14	303
66 to 72	10	27	48	3	-	13	30
72 and older	-	35	35	-	-	30	20

**Table 8.18 Does: Being in the right social network**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	48	31	9	-	-	12	138
26 to 35	51	27	9	<1	<1	13	534
36 to 45	53	26	12	<1	1	9	565
46 to 55	41	24	24	<1	1	10	613
56 to 65	33	31	26	-	<1	10	306
66 to 72	28	21	38	-	3	10	29
72 and older	16	16	32	5	-	32	19

**Table 8.19 Does: Having a certain political opinion/belief or affiliation to a political party**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	15	29	28	5	-	23	138
26 to 35	16	27	29	2	<1	26	530
36 to 45	16	25	32	2	3	21	559
46 to 55	15	21	41	3	2	18	611
56 to 65	23	20	47	5	1	14	304
66 to 72	20	17	43	7	7	7	30
72 and older	-	24	33	10	10	24	21

**Table 8.20 Should: Having good references**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	69	29	2	-	-	1	132
26 to 35	73	23	3	-	-	1	521
36 to 45	60	36	3	-	-	1	547
46 to 55	62	31	5	-	-	2	606
56 to 65	60	35	5	-	-	<1	303
66 to 72	61	32	7	-	-	-	28
72 and older	55	35	10	-	-	-	20

**Table 8.21 Should: Being known by the judiciary**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	12	37	47	-	1	3	131
26 to 35	9	44	45	1	-	1	519
36 to 45	8	35	55	1	-	1	545
46 to 55	12	33	53	1	-	1	598
56 to 65	14	34	51	1	-	<1	303
66 to 72	26	19	56	-	-	-	27
72 and older	16	42	42	-	-	-	19

**Table 8.22 Should: Working in the Central Belt of Scotland**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	1	6	89	1	-	4	133
26 to 35	2	6	90	<1	<1	2	522
36 to 45	1	5	92	<1	1	1	548
46 to 55	<1	7	91	1	<1	1	600
56 to 65	-	6	92	<1	-	1	300
66 to 72	4	11	82	4	-	-	27
72 and older	-	5	95	-	-	-	19

**Table 8.23 Should: Being in the right social networks**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	2	6	91	-	1	1	132
26 to 35	-	6	92	1	1	<1	523
36 to 45	-	4	93	1	1	1	549
46 to 55	-	4	93	1	1	1	601
56 to 65	1	3	94	1	1	<1	301
66 to 72	4	7	82	-	7	-	27
72 and older	6	-	88	-	-	6	17

**Table 8.24 Should: Having a certain political opinion/belief or affiliation to a political party**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
25 or under	-	1	89	5	5	2	133
26 to 35	<1	<1	90	5	3	2	525
36 to 45	<1	1	90	4	4	2	548
46 to 55	-	1	89	4	6	2	599
56 to 65	-	1	87	7	4	1	303
66 to 72	-	-	89	4	7	-	27
72 and older	-	-	79	16	5	-	19

## 8.5 Influence of Other Factors by Disability

Table 8.25 Does Affect the Outcome by Disability

	Have a disability (%)*							Do not have a disability (%)						
	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N
Having good references	55	27	5	2	0	11	62	55	30	4	<1	<1	12	2129
Being known by the judiciary	59	16	15	0	0	10	61	56	26	9	<1	<1	9	2136
Working in the Central belt of Scotland	27	28	30	0	2	13	60	20	30	33	<1	<1	17	2125
Being in the right social networks	57	12	20	2	0	10	60	45	27	17	<1	<1	11	2137
Having a certain political opinion/belief or affiliation to a political party	26	26	29	3	2	15	62	15	24	36	3	2	20	2124

\* Sample sizes too small to allow confidence in the findings at the disaggregate level.

Table 8.26 Should Affect the Outcome by Disability

	Have a disability (%)*							Do not have a disability (%)						
	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N
Having good references	58	34	7	0	0	2	59	65	31	4	0	0	<1	2092
Being known by the judiciary	14	41	41	3	0	2	59	11	37	51	<1	<1	<1	2076
Working in the Central belt of Scotland	0	10	86	2	0	2	59	<1	6	91	<1	<1	1	2083
Being in the right social networks	0	2	91	4	2	2	57	<1	4	93	<1	1	<1	2086
Having a certain political opinion/belief or affiliation to a political party	0	2	86	5	5	2	59	<1	<1	89	5	4	2	2088

\* Sample sizes too small to allow confidence in the findings at the disaggregate level.

## 8.6 Influence of Other Factors by Ethnicity

Table 8.27 Does: Having good references

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	55	30	4	<1	-	12	2070
Any Other White Background	56	29	3	-	-	12	75
Other Ethnic Background	70	19	2	-	-	9	43

Table 8.28 Does: Being known by the judiciary

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	56	26	9	<1	<1	9	2077
Any Other White Background	56	27	11	-	-	7	75
Other Ethnic Background	70	14	12	-	-	5	43

Table 8.29 Does: Working in the Central belt of Scotland

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	20	30	33	1	<1	17	2067
Any Other White Background	14	41	26	-	-	19	73
Other Ethnic Background	23	21	42	-	2	12	43

Table 8.30 Does: Being in the right social networks

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	44	27	17	<1	<1	11	2078
Any Other White Background	58	22	12	1	-	7	74
Other Ethnic Background	67	19	7	-	2	5	42

**Table 8.31 Does: Having a certain political opinion/belief or affiliation to a political party**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	15	24	36	3	2	21	2067
Any Other White Background	19	27	32	3	-	19	73
Other Ethnic Background	26	23	35	2	2	12	43

**Table 8.32 Should: Having good references**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	65	31	4	-	-	1	2031
Any Other White Background	60	32	7	-	-	1	74
Other Ethnic Background	68	24	5	-	-	2	41

**Table 8.33 Should: Being known by the judiciary**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	11	37	50	1	-	1	2016
Any Other White Background	15	24	60	1	-	-	74
Other Ethnic Background	10	32	56	-	-	2	41

**Table 8.34 Should: Working in the Central belt of Scotland**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	1	6	91	1	<1	2	2022
Any Other White Background	3	5	92	-	-	-	75
Other Ethnic Background	2	-	93	-	2	2	41

**Table 8.35 Should: Being in the right social networks**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	< 1	4	93	1	1	1	2026
Any Other White Background	-	1	93	3	3	-	74
Other Ethnic Background	3	5	87	-	3	3	39

**Table 8.36 Should: Having a certain political opinion/belief or affiliation to a political party**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
White British	< 1	1	89	5	4	2	2027
Any Other White Background	-	-	96	1	3	-	75
Other Ethnic Background	2	-	85	5	5	2	41

## 8.7 Influence of Other Factors by Sexual Orientation

Table 8.37 Does Affect the Outcome by Sexual Orientation

	Heterosexual (%)							Other (%)*						
	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N
Having good references	55	30	3	0	0	11	2086	46	35	5	0	0	14	78
Being known by the judiciary	56	26	9	0	0	9	2093	56	25	10	0	0	9	77
Working in the Central belt of Scotland	20	30	32	1	0	17	2081	17	31	35	0	0	18	78
Being in the right social networks	45	27	17	0	0	11	2093	54	23	12	0	1	10	78
Having a certain political opinion/belief or affiliation to a political party	15	24	36	3	1	20	2083	19	21	33	5	4	18	78

\* Sample sizes too small to allow confidence in the findings at the disaggregate level.

Table 8.38 Should Affect the Outcome by Sexual Orientation

	Heterosexual (%)							Other (%)*						
	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N	Major positive influence	Minor positive influence	No influence	Minor negative influence	Major negative influence	Don't know	N
Having good references	65	30	4	0	0	1	2045	55	42	4	0	0	0	77
Being known by the judiciary	11	37	50	1	0	1	2031	7	30	63	0	0	0	76
Working in the Central belt of Scotland	1	6	91	1	0	2	2039	0	4	96	0	0	0	76
Being in the right social networks	0	4	93	1	1	1	2039	0	1	95	3	1	0	77
Having a certain political opinion/belief or affiliation to a political party	0	1	89	4	4	2	2044	1	3	86	8	1	1	77

\* Sample sizes too small to allow confidence in the findings at the disaggregate level.

## 8.8 Influence of Other Factors by Religion

Table 8.39 Does: Having good references

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	56	31	3	<1	<1	10	737
Roman Catholic	57	27	5	-	-	10	327
Other Christian	55	27	2	-	-	16	171
Other	64	25	-	-	-	11	64
None	53	31	4	<1	-	12	873

Table 8.40 Does: Being known by the judiciary

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	54	28	10	<1	<1	8	743
Roman Catholic	60	23	9	1	-	7	324
Other Christian	52	29	6	-	-	12	172
Other	66	25	5	-	-	5	64
None	57	25	9	-	<1	10	875

Table 8.41 Does: Working in the Central belt in Scotland

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	21	31	33	1	<1	14	742
Roman Catholic	18	29	36	1	-	17	318
Other Christian	18	30	31	-	1	20	172
Other	22	30	33	-	-	16	64
None	20	29	31	1	-	19	870

**Table 8.42 Does: Being in the right social networks**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	41	31	18	<1	<1	9	742
Roman Catholic	52	23	15	<1	1	9	325
Other Christian	43	26	13	-	-	18	172
Other	58	25	9	2	-	6	64
None	47	24	17	<1	<1	12	875

**Table 8.43 Does: Having a certain political opinion/belief or affiliation to a political party**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	13	25	40	6	1	18	743
Roman Catholic	22	24	33	3	2	17	322
Other Christian	17	21	32	2	-	28	171
Other	25	23	36	2	-	15	61
None	14	23	35	3	2	22	870

**Table 8.44 Should: Having good references**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	64	31	4	-	-	1	720
Roman Catholic	66	29	4	-	-	1	317
Other Christian	66	29	3	-	-	2	172
Other	62	28	8	-	-	2	61
None	64	32	3	-	-	1	860

**Table 8.45 Should: Being known by the judiciary**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	12	35	52	<1	-	1	716
Roman Catholic	10	36	52	1	-	1	313
Other Christian	11	37	51	1	-	1	61
Other	8	28	62	-	-	2	61
None	11	39	49	1	<1	1	855

**Table 8.46 Should: Working in the Central belt in Scotland**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	1	7	90	1	<1	1	720
Roman Catholic	1	5	92	<1	-	2	314
Other Christian	1	3	94	-	-	2	171
Other	2	7	86	-	-	3	61
None	<1	7	91	1	<1	1	856

**Table 8.47 Should: Being in the right social networks**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	1	6	91	1	1	1	721
Roman Catholic	-	4	93	1	2	1	314
Other Christian	1	3	95	-	1	1	169
Other	-	7	92	-	-	2	61
None	<1	3	94	1	1	1	858

**Table 8.48 Should: Having a certain political opinion/belief or affiliation to a political party**

	Major positive influence (%)	Minor positive influence (%)	No Influence (%)	Minor negative influence (%)	Major negative influence (%)	Don't know (%)	N
Church of Scotland	-	1	89	4	4	2	722
Roman Catholic	-	<1	91	4	3	2	315
Other Christian	1	1	94	1	2	2	169
Other	-	-	93	3	2	2	61
None	<1	1	87	6	5	2	860

## 9 Differences in Agreement Regarding Level of Experience Required

**Table 9.1 Level of Agreement by Current Status**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Views	N
Full-time judicial office holder	54	31	4	7	2	2	85
Part-time judicial office holder	39	29	9	17	3	4	70
An Advocate	45	34	8	11	1	1	143
A Solicitor- Advocate	31	36	8	18	3	3	61
A Solicitor	36	36	12	10	2	3	1876
None of these	40	26	17	12	2	2	42

**Table 9.2 Level of Agreement by Eligibility**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Views	N
Eligible	38	34	13	10	2	4	1280
Ineligible	36	37	10	12	2	2	984

**Table 9.3 Level of Agreement by Gender**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Views	N
Male	39	35	11	10	2	4	1283
Female	35	35	12	12	2	3	978

**Table 9.4 Level of Agreement by Age Group**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Views	N
25 or under	32	44	9	11	1	4	142
26 to 35	36	37	9	12	1	3	551
36 to 45	34	33	15	13	3	2	577
46 to 55	40	35	11	9	2	3	630
56 to 65	41	34	10	7	3	6	316
66 to 72	47	28	6	13	-	6	32
72 and older	38	19	29	10	-	5	21

**Table 9.5 Level of Agreement by Disability**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Views	N
With a disability	46	31	6	14	0	3	65
Do not have a disability	37	35	12	11	2	3	2196

**Table 9.6 Level of Agreement by Ethnicity**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Views	N
White British	37	35	12	11	2	3	2140
Any Other White Background	38	34	12	9	3	4	76
Other Ethnic Background	35	26	14	12	9	5	43

**Table 9.7 Level of Agreement by Sexual Orientation**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Views	N
Heterosexual	37	36	11	11	2	3	2153
Other	34	24	20	18	3	3	80

**Table 9.8 Level of Agreement by Religion**

	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	No Views	N
Church of Scotland	38	37	11	10	2	3	759
Roman Catholic	38	34	14	12	2	1	331
Other Christian	37	37	10	12	2	3	147
Other	37	31	13	9	4	4	95
None	37	35	12	11	2	4	911

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