

ANALYSIS OF NICS RECRUITMENT COMPETITIONS

1 January 2015 – 31 December 2015

March 2016



PAGE INTENTIONALLY BLANK

Contents

	Page
Executive Summary.....	3
Section 1: Purpose of the report	5
Section 2: NICS recruitment competitions which closed for applications during 2015.....	7
Section 3: NICS Senior Civil Service recruitment competitions which closed for applications during 2015	29
Section 4: Further information.....	35
Annex A: Updated Appointee Profiles for competitions held during 2012, 2013 and 2014	37

PAGE INTENTIONALLY BLANK

Executive Summary

Overview

- This report provides a high-level statistical summary, from an equality perspective, of the recruitment of staff to the Northern Ireland Civil Service (NICS) during 2015. It provides analysis of applicants across various equality categories and compares the profile of appointees and applicants at different stages in recruitment competitions with what might be expected if the groups within each equality category (e.g. males and females) had been equal in terms of merit.
- In 2015, 21 NICS recruitment competitions were held¹, attracting 4,579 applications. By 1 February 2016, 52 appointments had been made. The only competitions held which attracted high volumes of applicants were the Prisoner Custody Officer and Custody Prison Officer/Night Custody Officer competitions. The volume of recruitment activity was lower than in any of the previous four years.

Permanent NICS jobs

- There were 20 competitions for permanent NICS jobs, which attracted a total of 4,329 applications.
- By 1 February 2016, 38 appointments had been made from these competitions. The number of males appointed was a little lower than expected if males and females were equal in terms of merit. More candidates than expected with a 'Not Determined' community background were appointed. The number of appointees with no NICS experience was a little lower than might have been expected. As regards age, a higher than expected number of appointees were aged 25-39. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.
- In relation to the first key selection stage (invitation to interview), the analysis shows that fewer Catholics and more Protestants were successful at this stage. Candidates aged 25-39 were more likely to be invited to interview. The number of candidates invited to interview whose sexual orientation was towards people of the same sex was lower than expected.
- At the interview stage, the analysis shows that more Catholics and more candidates aged 25-39 than expected passed the interview. Across other equality categories, the profile of those passing the interview was in line with what would be expected.
- Of those candidates who passed the interview, a few more applicants than expected with a 'Not Determined' community background were offered appointment. Differences across other equality categories were not noteworthy.

Temporary NICS jobs

- There was one recruitment competition for temporary NICS jobs. This competition attracted 250 applications.
- By 1 February 2016, 14 appointments had been made from this competition. The profile of appointees across the various equality categories was in line with what might have been expected if the groups were equal in terms of merit.
- The number of applicants aged 25 or over who were eligible was a little lower than expected if the groups were equal in terms of merit.
- Analysis of the interim stages of the competitions reveals that a few more males than expected attended interview. Otherwise, the outcomes for other equality groups at the interim stages of the competition were in line with what would be expected.

Senior Civil Service jobs

- There were 5 competitions for Senior Civil Service jobs, attracting 50 applications. By 1 February 2016, 3 appointments had been made from these competitions.
- In relation to the interim stages, the only finding of note was that current NICS employees were more likely to be deemed eligible for the competition.

¹ Had a closing date for applications between 1 January and 31 December 2015.

PAGE INTENTIONALLY BLANK

1. Purpose of the report

The purpose of this report is to provide a high-level statistical summary, from an equality perspective, of the recruitment of staff to the Northern Ireland Civil Service (NICS). It provides analysis of applicants across various equality categories and compares the profile of appointees and of candidates remaining in the competitions at interim stages with what might be expected if the groups within each equality category (e.g. males and females) had been equal in merit.

Information is presented on those competitions which had a closing date for applications between 1 January 2015 and 31 December 2015.

PAGE INTENTIONALLY BLANK

2. NICS recruitment competitions which closed for applications during 2015²

2.1 Applications

During 2015, there were 21 NICS recruitment competitions which closed for applications. The total number of applications received was 4,579.

2.1.1 Applications for permanent jobs

Of the 21 recruitment competitions which closed for applications during 2015, 20 were for permanent NICS jobs. These competitions attracted 4,329 applications. A profile of these applicants³ is presented in Table 1.

Around three out of five applicants were male (60.9%), with females representing 39.1% of applicants. In terms of community background, three in five applications were from Protestants (60.1%), with just over a quarter of applications received from Catholics (27.4%) and 12.5% of applications from those whose community background was not determined. The proportion of applications from minority ethnic groups was 1.5% and the proportion of applicants who declared a disability was 2.1%. In terms of age, half of applicants (50.2%) were aged 25-39, with 29.8% aged 16-24. The proportion of applicants aged 50 or over was 6.0%. In terms of sexual orientation, 94.6% of applicants stated their orientation was towards someone of a different sex, with 4.0% reporting orientation towards someone of the same sex and 1.4% reporting orientation towards both sexes. For the small minority of applicants whose NICS employment history is available, 15.8% reported they were a current NICS employee, 7.8% of applicants reported that they had previously been an NICS employee and 76.4% reported no NICS employment history.

It should be noted that the profile of applicants is dependent on the occupations for which jobs were advertised and the numbers of applications for each competition. During 2015, the overall profile was strongly influenced by the applicant profile for the Prisoner Custody Officer and Custody Prison Officer/Night Custody Officer competitions, which together accounted for 85.8% of applications for permanent jobs (3,715). A different set of competitions being launched could yield a different applicant profile.

The number of applicants for each of the various competitions analysed ranged from 3 to 1,988.

² Competitions for which applications closed between 1 January 2015 and 31 December 2015 are included.

³ In this report, the terms 'applicants' and 'applications' are used more or less interchangeably. Thus someone who applies for, say, two competitions is counted as two applicants.

2.1.2 Applications for temporary jobs

Of the 21 NICS recruitment competitions analysed in this report, one, for ICT Placement Students, was for temporary NICS jobs. This competition attracted 250 applications. A profile of these applicants is presented in Table 2.

Around three quarters of applications were from males (74.4%) with 25.6% from females. In terms of community background, over half of applications received were from Catholics (54.0%), with 37.6% from Protestants and 8.4% from applicants whose community background was not determined. The proportion of applications from minority ethnic groups was less than 2% and the proportion of applicants who declared a disability was 6.8%. In terms of age, 92.4% of applicants were aged 16-24. In relation to sexual orientation, 96.0% of applicants stated their orientation was towards someone of a different sex, with 4.0% reporting orientation towards someone of the same sex or towards both sexes. No applicants reported they were a current NICS employee while less than 2% reported that they had previously been an NICS employee and over 98% reported no NICS employment history.

2.2 Analysis of appointments from the 2015 recruitment competitions

In analysing the outcomes of recruitment competitions, it is important to ensure that any comparison is made on a 'like with like' basis. For each competition, the profile of applicants has been used to calculate the composition of appointees that would have been expected if the groups of applicants within each equality category (e.g. males and females) had been equal in merit. These results were then added together to obtain the overall 'expected' compositions.

2.2.1 Appointments from competitions held in 2015 for permanent NICS jobs

By 1 February 2016, a total of 38 appointments had been made from 12 of the 20 competitions for permanent NICS jobs, while no appointments had been made from the remaining 8 competitions. Analysis of appointments from these 12 competitions reveals some disparities between the actual number of appointees and the number expected if applicants within each category had been equal in merit across a number of equality groups. Details are shown in Table 3.

In terms of gender, more females (17 rather than 14) and fewer males (21 rather than 24) than expected were appointed. The analysis in terms of community background shows that both the number of Protestant appointees (14 rather than 18) and Catholic appointees (12 rather than 15) was a little lower than expected, while the number of appointees whose community background was not determined was higher than expected (12 rather than 5). In terms of age there were a few more appointees than expected in the 25-39 age category. The number of appointees with no NICS experience was a little lower than might have been expected (11 rather than 15). It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.

2.2.2 Appointments from competitions held in 2015 for temporary NICS jobs

By 1 February 2016, a total of 14 appointments had been made from the competition for temporary NICS jobs. Analysis in terms of gender shows that the number of males and females appointed was as expected. The community background profile of appointees was broadly in line with what would be expected. Details are shown in Table 4. It should be noted that further appointments may be made from this competition, which could change the profile of appointees.

Table 1: Recruitment competitions for permanent NICS jobs with application closing date in 2015: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	4,329	
Gender	Male	2,638	60.9%
	Female	1,691	39.1%
Community Background	Protestant	2,602	60.1%
	Catholic	1,188	27.4%
	Not Determined	539	12.5%
Ethnicity	White	4,265	98.5%
	Minority Ethnic Groups	64	1.5%
Disability	With a declared disability	93	2.1%
	Without a declared disability	4,236	97.9%
Age-group⁴	16-24	1,288	29.8%
	25-39	2,174	50.2%
	40-49	608	14.0%
	50+	259	6.0%
Sexual Orientation	Both sexes	60	1.4%
	Different sex	4,096	94.6%
	Same sex	173	4.0%
NICS employment history⁵	Current	104	15.8%
	Previous	51	7.8%
	None	502	76.4%

⁴ Based on age at closing date for applications.

⁵ NICS employment history missing for 3,672 applicants. The information is not available for most candidates who applied for the Prisoner Custody Officer (1,962) and Custody Prison Officer/Night Custody Officer (1,699) competitions. For other competitions, the information is missing for 11 candidates.

Table 2: Recruitment competitions for temporary NICS jobs with application closing date in 2015: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	250	
Gender	Male	186	74.4%
	Female	64	25.6%
Community Background	Protestant	94	37.6%
	Catholic	135	54.0%
	Not Determined	21	8.4%
Ethnicity	White	#	≥ 98.4%
	Minority Ethnic Groups	*	≤ 1.6%
Disability	With a declared disability	17	6.8%
	Without a declared disability	233	93.2%
Age-group⁶	16-24	231	92.4%
	25+	19	7.6%
Sexual Orientation⁷	Both sexes/ same sex	10	4.0%
	Different sex	240	96.0%
NICS employment history⁸	Current	0	0.0%
	Previous	*	≤ 1.6%
	None	#	≥ 98.4%

Number has been suppressed, to avoid disclosing another number that is too small to publish.

* Number of cases too small to publish (i.e. below 5).

⁶ Based on age at closing date for applications.

⁷ The 'Both sexes' and 'Same sex' categories were combined due to small numbers of applicants (<5) in the 'Both sexes' category.

⁸ NICS employment history missing for 2 applicants.

Table 3: Recruitment competitions for permanent NICS jobs with application closing date in 2015: comparison of actual and expected appointees⁹

Equality Category	Description	'Expected' Appointees (based on proportionate success of applicants) ¹⁰	Actual Appointees ¹¹	Difference (Actual minus 'Expected')
Overall	Total	38	38	0
Gender	Male	24	21	-3
	Female	14	17	3
Community Background	Protestant	18	14	-4
	Catholic	15	12	-3
	Not Determined	5	12	7
Ethnicity	White	37	#	#
	Minority Ethnic Groups	1	*	#
Disability	With a declared disability	1	*	#
	Without a declared disability	37	#	#
Age-group ¹²	16-24	12	10	-2
	25-39	17	22	5
	40-49	5	6	1
	50+	3	0	-3
Sexual Orientation ¹³	Both sexes/same sex	1	*	#
	Different sex	37	#	#
NICS employment history ¹⁴	Current	3	#	#
	Previous	2	*	#
	None	15	11	-4

Number has been suppressed, to avoid disclosing another number that is too small to publish.

* Number of cases too small to publish (i.e. below 5).

⁹ As of 1 February 2016. Based on proportionate success rates for each group of applicants.

¹⁰ Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

¹¹ Further appointments may be made from these competitions, which may change the profile.

¹² Based on age at closing date for applications.

¹³ The 'Both sexes' and 'Same sex' categories were combined due to small numbers of appointees (<5) in these categories.

¹⁴ NICS employment history missing for 18 appointees.

Table 4: Recruitment competitions for temporary NICS jobs with application closing date in 2015: comparison of actual and expected appointees¹⁵

Equality Category	Description	'Expected' Appointees (based on proportionate success of applicants) ¹⁶	Actual Appointees ¹⁷	Difference (Actual minus 'Expected')
Overall	Total	14	14	0
Gender	Male	10	10	0
	Female	4	4	0
Community Background¹⁸	Protestant/Not Determined	6	5	-1
	Catholic	8	9	1
Ethnicity	White	14	#	#
	Minority Ethnic Groups	0	*	#
Disability	With a declared disability	1	*	#
	Without a declared disability	13	#	#
Age-group¹⁹	16-24	13	#	#
	25+	1	*	#
Sexual Orientation²⁰	Both sexes/same sex	1	*	#
	Different sex	13	#	#
NICS employment history	Current	0	0	0
	Previous	0	0	0
	None	14	14	0

Number has been suppressed, to avoid disclosing another number that is too small to publish.

* Number of cases too small to publish (i.e. below 5).

¹⁵ As of 1 February 2016. Based on proportionate success rates for each group of applicants.

¹⁶ Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

¹⁷ Further appointments may be made from this competition, which may change the profile.

¹⁸ Protestant and Not Determined groups combined due to small numbers (<5) of appointees in these groups.

¹⁹ Based on age at closing date for applications. The 25-39, 40-49 and 50+ categories were combined due to small numbers (<5) of appointees in the 40-49 and 50+ age groups.

²⁰ The 'Both sexes' and 'Same sex' categories were combined due to small numbers of appointees (<5) in these categories.

2.3 Analysis of interim stages of the 2015 recruitment competitions for permanent NICS jobs

2.3.1 Eligible applicants

Overall, 3,936 of the 4,329 applicants (90.9%) were deemed to be eligible for the competition for which they had applied. For each competition, the profile of applicants has been used to calculate the composition of eligible applicants that would have been expected if the groups of applicants within each equality category (e.g. males and females) had been equal in merit. These results were then added together to obtain the overall 'expected' compositions reported in Table 5.

In general, the analysis revealed only small differences between the actual and expected numbers of eligible applicants. The largest difference was in relation to NICS experience, with current and previous NICS employees having been more likely to meet the eligibility criteria.

2.3.2 Applicants who withdrew prior to shortlisting

The shortlisting stage can take different forms, depending on the competition, e.g. paper sift, shortlisting test, etc or even a combination of these. Of the 3,936 eligible applicants, a total of 1,741 withdrew prior to shortlisting. The actual and expected numbers of applicants who withdrew prior to shortlisting (based on the assumption that eligible applicants in each of the groups are equally likely to withdraw) are presented in Table 6.

The analysis shows that more females and more Catholics than expected withdrew from the competitions at this stage. Fewer than expected candidates aged 40-49 and more than expected candidates aged 25-39 withdrew from the competition prior to shortlisting.

2.3.3 Applicants invited to interview

Following shortlisting, 638 (or 29.1%) of the remaining 2,195 candidates were invited to interview.

The analysis presented in Table 7 shows that the profiles of applicants invited to interview in terms of gender, disability, ethnicity and NICS experience were broadly in line with what would be expected if the groups within each equality category were equal in terms of merit. Fewer Catholics than expected and more Protestants than expected were invited to interview. Candidates aged 25-29 were more likely to be invited to interview, with older candidates a little less likely. The number of candidates invited to interview whose sexual orientation was towards people of the same sex was lower than expected.

Table 5: Recruitment competitions for permanent NICS jobs with application closing date in 2015: comparison of actual and expected eligible applicants²¹

Equality Category	Description	'Expected' Eligible Applicants (based on proportionate success)²²	Actual Eligible Applicants	Difference (Actual minus 'Expected')
Overall	Total	3,936	3,936	0
Gender	Male	2,441	2,436	-5
	Female	1,495	1,500	5
Community Background	Protestant	2,447	2,452	5
	Catholic	992	986	-6
	Not Determined	496	498	2
Ethnicity	White	3,878	3,883	5
	Minority Ethnic Groups	58	53	-5
Disability	With a declared disability	78	76	-2
	Without a declared disability	3,858	3,860	2
Age-group²³	16-24	1,222	1,218	-4
	25-39	1,951	1,948	-3
	40-49	547	552	5
	50+	217	218	1
Sexual Orientation	Both sexes	55	55	0
	Different sex	3,718	3,719	1
	Same sex	163	162	-1
NICS employment history²⁴	Current	46	58	12
	Previous	24	27	3
	None	233	219	-14

²¹ As of 1 February 2016. Based on proportionate success rates for each group of applicants.

²² Totals within an equality category may not sum to overall total due to rounding or an expected number of eligible applicants with missing information within that category.

²³ Based on age at closing date for applications.

²⁴ NICS employment history missing for 3,632 eligible applicants.

Table 6: Recruitment competitions for NICS permanent jobs with application closing date in 2015: comparison of actual and expected applicants who withdrew prior to shortlisting²⁵

Equality Category	Description	'Expected' Applicants withdrawn prior to shortlisting (based on proportionate withdrawal) ²⁶	Actual Applicants withdrawn prior to shortlisting	Difference (Actual minus 'Expected')
Overall	Total	1,741	1,741	0
Gender	Male	1,080	1,063	-17
	Female	661	678	17
Community Background	Protestant	1,118	1,087	-31
	Catholic	404	457	53
	Not Determined	219	197	-22
Ethnicity	White	1,716	1,715	-1
	Minority Ethnic Groups	25	26	1
Disability	With a declared disability	31	29	-2
	Without a declared disability	1,710	1,712	2
Age-group²⁷	16-24	552	556	4
	25-39	865	884	19
	40-49	237	213	-24
	50+	86	88	2
Sexual Orientation	Both sexes	25	25	0
	Different sex	1,641	1,632	-9
	Same sex	75	84	9
NICS employment history²⁸	Current	2	0	-2
	Previous	2	*	#
	None	21	#	#

Number has been suppressed, to avoid disclosing another number that is too small to publish.

* Number of cases too small to publish (i.e. below 5).

²⁵ As of 1 February 2016. Based on proportionate withdrawal rates for each group of eligible applicants.

²⁶ Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants who withdrew prior to shortlisting with missing information within that category.

²⁷ Based on age at closing date for applications.

²⁸ NICS employment history missing for 1,720 applicants who withdrew prior to shortlisting.

Table 7: Recruitment competitions for NICS permanent jobs with application closing date in 2015: comparison of actual and expected applicants invited to interview²⁹

Equality Category	Description	'Expected' Applicants invited to interview (based on proportionate success)³⁰	Actual Applicants invited to interview	Difference (Actual minus 'Expected')
Overall	Total	638	638	0
Gender	Male	414	412	-2
	Female	224	226	2
Community Background	Protestant	364	378	14
	Catholic	186	168	-18
	Not Determined	88	92	4
Ethnicity	White	631	#	#
	Minority	7	*	#
	Ethnic Groups			
Disability	With a declared disability	17	20	3
	Without a declared disability	621	618	-3
Age-group³¹	16-24	185	190	5
	25-39	307	327	20
	40-49	100	85	-15
	50+	46	36	-10
Sexual Orientation	Both sexes	9	7	-2
	Different sex	607	619	12
	Same sex	22	12	-10
NICS employment history³²	Current	39	38	-1
	Previous	17	17	0
	None	140	141	1

²⁹ As of 1 February 2016. Based on proportionate success rates for each group of applicants available for shortlisting.

³⁰ Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants available for shortlisting with missing information within that category.

³¹ Based on age at closing date for applications.

³² NICS employment history missing for 442 applicants invited to interview.

2.3.4 Applicants who attended interview

The profile of candidates who attended interview is compared with the expected profile, based on those candidates who were invited to interview, in Table 8. Of the 638 candidates invited to interview, 438 (or 68.7%) attended interview.

Some small differences between the actual and expected numbers of applicants in the various equality categories attending interview were observed, but the analysis reveals no noteworthy imbalances relating to this stage.

2.3.5 Applicants who passed interview

A total of 244 candidates out of the 438 who attended interview (55.7%) passed the interview. In Table 9, the profile of candidates who passed the interview (and who may or may not have been offered a job) is presented alongside the profile that would be expected if each group who attended interview were equal in merit.

The analysis shows that more Catholics than expected passed the interview (81 rather than 70). The analysis also shows that more candidates aged 25-39 than expected passed the interview while fewer than expected candidates aged 16-24 were successful at the interview stage.

2.3.6 Applicants offered appointment

By 1 February 2016, a total of 45 out of the 244 applicants (18.4%) who passed the interview had been offered a job. A profile of those candidates who had been offered a job is presented in Table 10 and compared with the expected profile, based on the profile of the candidates who passed the interview.

The analysis shows that a few more applicants than expected whose community background was 'Not Determined' were offered appointment. No other noteworthy imbalances were observed relating to this stage.

2.3.7 Appointed candidates.

Of the 45 applicants offered appointment, 38 had started in post by 1 February 2016. A profile of these appointees is compared with the expected profile, if appointments were in line with those offered appointment, in Table 11.

The analysis shows the profile of appointees across all equality categories was very similar to the expected profile.

Table 8: Recruitment competitions for permanent NICS jobs with application closing date in 2015: comparison of actual and expected applicants who attended interview³³

Equality Category	Description	'Expected' Applicants who attended interview (based on proportionate attendance) ³⁴	Actual Applicants who attended interview	Difference (Actual minus 'Expected')
Overall	Total	438	438	0
Gender	Male	288	294	6
	Female	150	144	-6
Community Background	Protestant	253	247	-6
	Catholic	123	130	7
	Not Determined	62	61	-1
Ethnicity	White	435	#	#
	Minority	3	*	#
	Ethnic Groups			
Disability	With a declared disability	14	13	-1
	Without a declared disability	424	425	1
Age-group³⁵	16-24	129	123	-6
	25-39	221	229	8
	40-49	62	61	-1
	50+	26	25	-1
Sexual Orientation³⁶	Both sexes/ same sex	14	13	-1
	Different sex	424	425	1
NICS employment history³⁷	Current	31	32	1
	Previous	13	15	2
	None	111	108	-3

³³As of 1 February 2016. Based on proportionate attendance rates for each group of applicants invited to interview.

³⁴Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants who attended interview with missing information within that category.

³⁵Based on age at closing date for applications.

³⁶The 'Both sexes' and 'Same sex' categories were combined due to small numbers (<5) who attended interview in the 'Both sexes' category.

³⁷NICS employment history missing for 283 applicants who attended interview.

Table 9: Recruitment competitions for permanent NICS jobs with application closing date in 2015: comparison of actual and expected applicants who passed interview³⁸

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success)³⁹	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	244	244	0
Gender	Male	166	162	-4
	Female	78	82	4
Community Background	Protestant	139	132	-7
	Catholic	70	81	11
	Not Determined	35	31	-4
Ethnicity	White	243	#	#
	Minority	1	*	#
	Ethnic Groups			
Disability	With a declared disability	7	6	-1
	Without a declared disability	237	238	1
Age-group⁴⁰	16-24	70	59	-11
	25-39	128	142	14
	40-49	32	28	-4
	50+	15	15	0
Sexual Orientation⁴¹	Both sexes/ same sex	7	8	1
	Different sex	237	236	-1
NICS employment history⁴²	Current	19	20	1
	Previous	9	10	1
	None	59	56	-3

³⁸ As of 1 February 2016. Based on proportionate success rates for each group of applicants who attended interview.

³⁹ Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants who passed interview with missing information within that category.

⁴⁰ Based on age at closing date for applications.

⁴¹ The 'Both sexes' and 'Same sex' categories were combined due to small numbers (<5) who passed the interview in the 'Both sexes' category.

⁴² NICS employment history missing for 158 applicants who passed the interview.

Table 10: Recruitment competitions for permanent NICS jobs with application closing date in 2015: comparison of actual and expected applicants offered appointment⁴³

Equality Category	Description	'Expected' Applicants offered appointment (based on proportionate success)⁴⁴	Actual Applicants offered appointment	Difference (Actual minus 'Expected')
Overall	Total	45	45	0
Gender	Male	27	27	0
	Female	18	18	0
Community Background	Protestant	21	18	-3
	Catholic	16	14	-2
	Not Determined	8	13	5
Ethnicity	White	45	#	#
	Minority	0	*	#
	Ethnic Groups			
Disability	With a declared disability	1	*	#
	Without a declared disability	44	#	#
Age-group⁴⁵	16-24	11	10	-1
	25-39	23	24	1
	40+	12	11	-1
Sexual Orientation⁴⁶	Both sexes/ same sex	1	*	#
	Different sex	44	#	#
NICS employment history⁴⁷	Current	6	7	1
	Previous	4	*	#
	None	17	#	#

Number has been suppressed, to avoid disclosing another number that is too small to publish.

* Number of cases too small to publish (i.e. below 5).

⁴³ As of 1 February 2016. Based on proportionate success rates for each group of applicants who passed the interview.

⁴⁴ Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants offered appointment with missing information within that category.

⁴⁵ Based on age at closing date for applications. The 40-49 and 50+ categories were combined due to small numbers (<5) of applicants offered appointment in the 50+ age group.

⁴⁶ The 'Both sexes' and 'Same sex' categories were combined due to small numbers of applicants offered appointment (<5) in these categories.

⁴⁷ NICS employment history missing for 18 applicants offered appointment.

Table 11: Recruitment competitions for permanent NICS jobs with application closing date in 2015: comparison of actual and expected appointees⁴⁸

Equality Category	Description	'Expected' Appointees (based on proportionate success) ⁴⁹	Actual Appointees ⁵⁰	Difference (Actual minus 'Expected')
Overall	Total	38	38	0
Gender	Male	21	21	0
	Female	17	17	0
Community Background	Protestant	14	14	0
	Catholic	13	12	-1
	Not Determined	11	12	1
Ethnicity	White	38	#	#
	Minority Ethnic Groups	0	*	#
Disability	With a declared disability	3	*	#
	Without a declared disability	35	#	#
Age-group⁵¹	16-24	9	10	1
	25-39	23	22	-1
	40+	6	6	0
Sexual Orientation⁵²	Both sexes/ same sex	0	*	#
	Different sex	38	#	#
NICS employment history⁵³	Current	7	#	0
	Previous	2	*	0
	None	11	11	0

Number has been suppressed, to avoid disclosing another number that is too small to publish.

* Number of cases too small to publish (i.e. below 5).

⁴⁸ As of 1 February 2016. Based on proportionate success rates for each group of applicants offered appointment.

⁴⁹ Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

⁵⁰ Further appointments may be made from these competitions, which may change the profile.

⁵¹ Based on age at closing date for applications. The 40-49 and 50+ categories were combined due to small numbers (<5) of appointees in the 50+ age group.

⁵² The 'Both sexes' and 'Same sex' categories were combined due to small numbers of appointees (<5) in these categories.

⁵³ NICS employment history missing for 18 appointees.

2.4 Analysis of interim stages of the 2015 recruitment competitions for temporary NICS jobs

2.4.1 Eligible applicants

Overall, 239 of the 250 applicants (95.6%) were deemed eligible for the competition for which they had applied.

In Table 12, the profile of eligible applicants is compared with the profile that might be expected if the groups of applicants with each equality category had been equal in merit. The analysis shows that the number of candidates aged 16-24 who were eligible was a little higher than expected.

2.4.2 Applicants who withdrew prior to shortlisting

None of the 239 eligible applicants withdrew prior to the shortlisting stage.

2.4.3 Applicants invited to interview

All eligible applicants were invited to interview.

2.4.4 Applicants who attended interview

In Table 13, the profile of the 182 candidates who attended interview is compared with the expected profile, based on those candidates who were invited to interview. The analysis shows that in terms of gender, the number of males who attended interview was a little higher than expected, while the number of females was a little lower than expected.

Table 12: Recruitment competitions for temporary NICS jobs with application closing date in 2015: comparison of actual and expected eligible applicants⁵⁴

Equality Category	Description	'Expected' Eligible Applicants (based on proportionate success) ⁵⁵	Actual Eligible Applicants	Difference (Actual minus 'Expected')
Overall	Total	239	239	0
Gender	Male	178	178	0
	Female	61	61	0
Community Background	Protestant	90	89	-1
	Catholic	129	131	2
	Not Determined	20	19	-1
Ethnicity	White	236	#	#
	Minority Ethnic Groups	3	*	#
Disability	With a declared disability	16	15	-1
	Without a declared disability	223	224	1
Age-group⁵⁶	16-24	221	227	6
	25+	18	12	-6
Sexual Orientation⁵⁷	Both sexes/ same sex	10	10	0
	Different sex	229	229	0
NICS employment history	Current	0	0	0
	Previous	2	*	#
	None	235	#	#

⁵⁴ As of 1 February 2016. Based on proportionate success rates for each group of applicants.

⁵⁵ Totals within an equality category may not sum to overall total due to rounding or an expected number of eligible applicants with missing information within that category.

⁵⁶ Based on age at closing date for applications.

⁵⁷ The 'Both sexes' and 'Same sex' categories were combined due to small numbers of eligible applicants (<5) in the 'Both sexes' category.

Table 13: Recruitment competitions for temporary NICS jobs with application closing date in 2015: comparison of actual and expected applicants who attended interview⁵⁸

Equality Category	Description	'Expected' Applicants who attended interview (based on proportionate attendance)⁵⁹	Actual Applicants who attended interview	Difference (Actual minus 'Expected')
Overall	Total	182	182	0
Gender	Male	136	142	6
	Female	46	40	-6
Community Background	Protestant	68	69	1
	Catholic	100	99	-1
	Not Determined	14	14	0
Ethnicity	White	180	#	#
	Minority	2	*	#
	Ethnic Groups			
Disability	With a declared disability	11	13	2
	Without a declared disability	171	169	-2
Age-group⁶⁰	16-24	173	174	1
	25+	9	8	-1
Sexual Orientation⁶¹	Both sexes/ same sex	8	8	0
	Different sex	174	174	0
NICS employment history	Current	0	0	0
	Previous	1	0	-1
	None	181	182	1

⁵⁸ As of 1 February 2016. Based on proportionate attendance rates for each group of applicants invited to interview.

⁵⁹ Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants who attended interview with missing information within that category.

⁶⁰ Based on age at closing date for applications.

⁶¹ The 'Both sexes' and 'Same sex' categories were combined due to small numbers of applicants who attended interview (<5) in the 'Both sexes' category.

2.4.5 Applicants who passed interview

Of the 182 candidates who attended interview, 125 candidates (68.7%) passed the interview. In Table 14, the profile of candidates who passed the interview (and who may or may not have been offered a job) is presented alongside the profile that would be expected if each group who attended interview were equal in merit.

The analysis shows that across the various equality categories, the profile of applicants who passed the interview was broadly in line with what would be expected.

2.4.6 Applicants offered appointment

By 1 February 2016, a total of 14 out of the 125 applicants who passed the interview had been offered a job (11.2%). A profile of these candidates is presented in Table 15 and compared with the profile that would be expected if candidates in each group who passed the interview were equal in merit.

Any observed differences between the numbers offered appointment and the expected number were small.

2.4.7 Appointed candidates.

By 1 February 2016, all 14 candidates offered appointment had been appointed.

Table 14: Recruitment competitions for temporary NICS jobs with application closing date in 2015: comparison of actual and expected applicants who passed interview⁶²

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success) ⁶³	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	125	125	0
Gender	Male	98	99	1
	Female	27	26	-1
Community Background	Protestant	47	46	-1
	Catholic	68	69	1
	Not Determined	10	10	0
Ethnicity	White	124	#	#
	Minority	1	*	#
	Ethnic Groups			
Disability	With a declared disability	9	11	2
	Without a declared disability	116	114	-2
Age-group⁶⁴	16-24	120	117	-3
	25+	5	8	3
Sexual Orientation⁶⁵	Both sexes/ same sex	5	5	0
	Different sex	120	120	0
NICS employment history⁶⁶	Current	0	0	0
	Previous	0	0	0
	None	125	125	0

Number has been suppressed, to avoid disclosing another number that is too small to publish.

* Number of cases too small to publish (i.e. below 5).

⁶² As of 1 February 2016. Based on proportionate success rates for each group of applicants who attended interview.

⁶³ Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants who passed interview with missing information within that category.

⁶⁴ Based on age at closing date for applications.

⁶⁵ The 'Both sexes' and 'Same sex' categories were combined due to small numbers of applicants who passed the interview (<5) in these categories.

⁶⁶ NICS employment history missing for 2 applicants who passed the interview.

Table 15: Recruitment competitions for temporary NICS jobs with application closing date in 2015: comparison of actual and expected applicants offered appointment⁶⁷

Equality Category	Description	'Expected' Applicants offered appointment (based on proportionate success) ⁶⁸	Actual Applicants offered appointment	Difference (Actual minus 'Expected')
Overall	Total	14	14	0
Gender	Male	11	10	-1
	Female	3	4	1
Community Background⁶⁹	Protestant/ Not Determined	6	5	-1
	Catholic	8	9	1
Ethnicity	White	14	#	#
	Minority Ethnic Groups	0	*	#
Disability	With a declared disability	1	*	#
	Without a declared disability	13	#	#
Age-group⁷⁰	16-24	13	#	#
	25+	1	*	#
Sexual Orientation⁷¹	Both sexes/ same sex	1	*	#
	Different sex	13	#	#
NICS employment history	Current	0	0	0
	Previous	0	0	0
	None	14	14	0

Number has been suppressed, to avoid disclosing another number that is too small to publish.

* Number of cases too small to publish (i.e. below 5).

⁶⁷ As of 1 February 2016. Based on proportionate success rates for each group of applicants who passed the interview.

⁶⁸ Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants offered appointment with missing information within that category.

⁶⁹ Protestant and Not Determined groups combined due to small numbers (<5) of applicants offered appointment in the 'Not Determined' group.

⁷⁰ Based on age at closing date for applications. The 25-39, 40-49 and 50+ categories were combined due to small numbers (<5) of applicants offered appointment in the 40-49 and 50+ age groups.

⁷¹ The 'Both sexes' and 'Same sex' categories were combined due to small numbers of applicants offered appointment (<5) in these categories.

PAGE INTENTIONALLY BLANK

3. NICS Senior Civil Service recruitment competitions which closed for applications during 2015⁷²

3.1 Applications

A total of five Senior Civil Service competitions were held, which had a closing date for applications in 2015. The total number of applications received was 50. A profile of the applicants is presented in Table 16.

Over half of applications were from females (54.0%), with 46.0% of applications from males. In terms of community background, over half of applications were from Catholics (54.0%), with around a third from Protestants (32.0%) and 14.0% from candidates whose community background was not determined. One in ten applications were from candidates from a minority ethnic background (10.0%). In terms of age, the largest proportion of applicants were aged 50 or over (46.0%) at the closing date for applications, with 32.0% aged 40-49 and 22.0% aged under 40. Two fifths of candidates (40.8%) reported that they were a current NICS employee, with 49.0% reporting no NICS employment history.

It should be noted that the profile of applicants may vary in accordance with the posts advertised. A different set of competitions being launched could yield a different applicant profile.

3.2 Appointments

By 1 February 2016, a total of three candidates had been appointed from three competitions, while no appointments had been made from the other two competitions. Given the small number of appointments, no analysis is presented. One male and two females were appointed, in line with what would be expected given the applicant profile of the competitions which made appointments. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.

⁷² Competitions for which applications closed between 1 January 2015 and 31 December 2015 are included.

Table 16: Recruitment competitions for permanent NICS Senior Civil Service jobs with application closing date in 2015: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	50	
Gender	Male	23	46.0%
	Female	27	54.0%
Community Background	Protestant	16	32.0%
	Catholic	27	54.0%
	Not Determined	7	14.0%
Ethnicity	White	45	90.0%
	Minority Ethnic Groups	5	10.0%
Disability	With a declared disability	*	#
	Without a declared disability	#	#
Age-group⁷³	16-39	11	22.0%
	40-49	16	32.0%
	50+	23	46.0%
Sexual Orientation	Both sexes	*	#
	Different sex	#	#
	Same sex	*	#
NICS employment history⁷⁴	Current	20	40.8%
	Previous	5	10.2%
	None	24	49.0%

Number has been suppressed, to avoid disclosing another number that is too small to publish.

* Number of cases too small to publish (i.e. below 5).

⁷³ Based on age at closing date for applications. Due to a small number of applicants in the 16-24 age category (<5), the 16-24 and 25-39 groups were combined.

⁷⁴ NICS employment history missing for 1 applicant.

3.3 Analysis of key interim stages of the 2015 recruitment competitions for NICS Senior Civil Service jobs

3.3.1 Eligible applicants

Overall, 32 of the 50 applicants (64.0%) were deemed eligible for the competition for which they had applied.

In Table 17, the profile of eligible applicants is compared with the profile that might be expected if the groups of applicants with each equality category had been equal in merit. The most noteworthy finding from the analysis is that current NICS employees were a little more likely to meet the eligibility criteria.

3.3.3 Applicants who passed interview

A total of 14 candidates out of the 26 who attended interview (61.3%) passed the interview. In Table 18, the profile of candidates who passed the interview (and who may or may not have been offered a job) is presented alongside the profile that would be expected if each group who attended interview were equal in merit.

For the groups within each equality category, the number who passed the interview was in line with what would be expected if the groups within each equality category were equal in merit.

Table 17: Recruitment competitions for NICS Senior Civil Service jobs with application closing date in 2015: comparison of actual and expected eligible applicants⁷⁵

Equality Category	Description	'Expected' Eligible Applicants (based on proportionate success) ⁷⁶	Actual Eligible Applicants	Difference (Actual minus 'Expected')
Overall	Total	32	32	0
Gender	Male	14	15	1
	Female	18	17	-1
Community Background⁷⁷	Protestant/ Not Determined	13	14	1
	Catholic	19	18	-1
Ethnicity	White	30	#	#
	Minority Ethnic Groups	2	*	#
	With a declared disability	1	*	#
	Without a declared disability	31	#	#
Age-group⁷⁸	16-49	18	17	-1
	50+	14	15	1
Sexual Orientation⁷⁹	Both sexes/ same sex	1	*	#
	Different sex	31	#	#
NICS employment history⁸⁰	Current	14	17	3
	Previous	3	*	#
	None	14	#	#

Number has been suppressed, to avoid disclosing another number that is too small to publish.

* Number of cases too small to publish (i.e. below 5).

⁷⁵ As of 1 February 2016. Based on proportionate success rates for each group of applicants.

⁷⁶ Totals within an equality category may not sum to overall total due to rounding or an expected number of eligible applicants with missing information within that category.

⁷⁷ The Protestant and Not Determined categories were combined due to small numbers of eligible applicants (<5) in the Not Determined category.

⁷⁸ Based on age at closing date for applications. The 16-24, 25-39 and 40-49 categories were combined due to small numbers (<5) of eligible applicants in the 16-24 and 25-39 age groups.

⁷⁹ The 'Both sexes' and 'Same sex' categories were combined due to small numbers of eligible applicants (<5) in these categories. Sexual orientation missing for 1 eligible applicant.

⁸⁰ NICS employment history missing for 2 eligible applicants.

Table 18: Recruitment competitions for NICS Senior Civil Service jobs with application closing date in 2015: comparison of actual and expected applicants who passed interview⁸¹

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success) ⁸²	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	14	14	0
Gender	Male	7	7	0
	Female	7	7	0
Community Background⁸³	Protestant/Not Determined	7	7	0
	Catholic	7	7	0
Ethnicity	White	14	#	#
	Minority Ethnic Groups	0	*	#
Disability	With a declared disability	0	*	#
	Without a declared disability	14	#	#
Age-group⁸⁴	16-49	7	8	#
	50+	7	6	#
Sexual Orientation⁸⁵	Both sexes/same sex	0	*	#
	Different sex	14	#	#
NICS employment history⁸⁶	Current	9	9	0
	Previous	1	*	#
	None	4	*	#

Number has been suppressed, to avoid disclosing another number that is too small to publish.

* Number of cases too small to publish (i.e. below 5).

⁸¹ As of 1 February 2016. Based on proportionate success rates for each group of applicants who attended interview.

⁸² Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants who passed interview with missing information within that category.

⁸³ The Protestant and Not Determined categories were combined due to small numbers who passed the interview (<5) in these categories.

⁸⁴ Based on age at closing date for applications.

⁸⁵ The 'Both sexes' and 'Same sex' categories were combined due to small numbers (<5) who passed the interview in the 'Both sexes' category. Sexual orientation information missing for 1 applicant who passed the interview.

⁸⁶ NICS employment history missing for 2 applicants who passed the interview.

PAGE INTENTIONALLY BLANK

4. Further Information

4.1 Information on Quality

Relevance to users

1. The consultation with key stakeholders indicated that both the coverage and content are appropriate to the needs of users.

Accuracy

2. Coverage of applicants is believed to be 100%: applicants applied via the computer system from which the data have been extracted.

Accessibility and Clarity

3. The publication is available on the NISRA website.

Assessment of User Needs and Perceptions

4. We have ongoing engagement with the Civil Service Commissioners for Northern Ireland, who are major users of the report. Specific suggestions have been taken on board where possible.

Performance, Cost and Respondent Burden

5. The operational cost (staff time) of producing each issue is approximately £5,000. There is no respondent burden, since the data are held on an administrative system.

Confidentiality, Transparency and Security

6. Data are held on a network that is only accessible to the few statisticians who need access. Personal information is not released for applicants or appointees where the cell count is less than 5.

4.2 Next Publication:

March 2017

4.3 Further Information

All media enquiries should be directed to DFP Communications Office:
028 90816724 or 028 90816725.

Further statistical information can be obtained from:

Nigel Wilson,
NISRA Human Resource Consultancy Service,
Level 7A, Royston House,
34 Upper Queen Street,
Belfast,
BT1 6FD

Telephone: 028 9054 2089
Fax: 028 9054 2048
E-mail: nigel.wilson@dfpni.gov.uk

ANNEX A – Updated Appointee Profiles for competitions held during 2012, 2013 and 2014

A.1 Notes on tables

The following tables provide an update on the number and profile of appointees from competitions with a closing date for applications during 2012, 2013 and 2014. The figures are as at 1 February 2016 and there may still be further appointments from these competitions, which could change the profile of appointees. The profile of appointees is compared with the profile that would be expected if candidates in each group of applicants were equal in merit.

In addition, departmental breakdowns are provided. For the purpose of this report, all applicants and all appointees for a particular competition are included in the figures for a department which made an appointment from a competition. For example someone who applies for a competition from which appointments are made in three departments will be included in the applicant (and if appropriate appointee) figures for each of these three departments.

Some competitions are resources for all departments. For the purposes of this report, any competition known to be a corporate competition, or any competition which resulted in appointments to five or more departments are considered to be corporate competitions and are not included in any department's figures but are analysed separately (see below for numbers of competitions included in the tables).

Number of competitions included in the analysis

	2012	2013	2014
NICS	110	105	71
DARD	33	25	13
DCAL	7	1	4
DE	4	5	10
DEL	1	1	2
DETI	0	3	0
DFP	15	24	18
DHSSPS	8	8	5
DOE	15	9	5
DOJ	14	9	5
DRD	8	7	9
DSD	2	4	1
OFMDFM	3	3	1
PPS	4	4	2
Other NICS organisations	3	2	1
Corporate competitions	4	10	2

Table A.1.1 Recruitment competitions for permanent NICS jobs with application closing date in 2012: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	16,795	957	957	0
Gender ^[2]	Male	10,907	642	647	5
	Female	5,881	315	310	-5
Community Background	Protestant	8,440	461	493	32
	Catholic	7,013	413	392	-21
	Not Determined	1,342	83	72	-11
Ethnicity ^[3]	White	16,541	943	951	8
	Minority Ethnic Groups	213	12	6	-6
Disability	With a declared disability	377	20	19	-1
	Without a declared disability	16,418	937	938	1
Age-group ^[4]	16-24	5,109	269	263	-6
	25-39	8,440	463	506	43
	40-49	2,269	151	130	-21
	50+	972	73	58	-15
Sexual Orientation ^[5]	Both sexes	140	8	8	0
	Different Sex	16,235	925	924	-1
	Same sex	358	18	19	1
NICS employment history ^[6]	Current	1,236	91	144	53
	Previous	1,048	90	92	2
	None	6,368	442	397	-45

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of eligible with missing information within that category.

^[2] Gender missing for 7 applicants.

^[3] Ethnicity missing for 41 applicants.

^[4] Based on age at closing date for applications. Age missing for 5 applicants.

^[5] Sexual orientation missing for 62 applicants and 6 appointees.

^[6] NICS employment history missing for 8,143 applicants and 324 appointees.

Note: Figures as at 1 February 2016.

Table A.1.2 Recruitment competitions for permanent NICS jobs with application closing date in 2013: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	31,205	980	980	0
Gender ^[2]	Male	16,537	559	553	-6
	Female	14,650	420	427	7
Community Background	Protestant	14,425	432	475	43
	Catholic	14,618	468	434	-34
	Not Determined	2,162	79	71	-8
Ethnicity ^[3]	White	30,796	964	971	7
	Minority Ethnic Groups	381	14	9	-5
Disability	With a declared disability	911	26	16	-10
	Without a declared disability	30,294	954	964	10
Age-group ^[4]	16-24	10,427	290	282	-8
	25-39	15,570	495	558	63
	40-49	3,544	132	97	-35
	50+	1,660	63	43	-20
Sexual Orientation ^[5]	Both sexes	337	10	11	1
	Different Sex	29,982	944	941	-3
	Same sex	843	23	27	4
NICS employment history ^[6]	Current	2,443	120	178	58
	Previous	2,795	97	98	1
	None	19,525	639	591	-48

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of eligible with missing information within that category.

^[2] Gender missing for 18 applicants.

^[3] Ethnicity missing for 28 applicants.

^[4] Based on age at closing date for applications. Age missing for 4 applicants.

^[5] Sexual orientation missing for 43 applicants and 1 appointee.

^[6] NICS employment history missing for 6,442 applicants and 113 appointees.

Note: Figures as at 1 February 2016.

Table A.1.3 Recruitment competitions for permanent NICS jobs with application closing date in 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	6,192	156	156	0
Gender ^[2]	Male	3,567	114	97	-17
	Female	2,620	42	59	17
Community Background	Protestant	2,526	65	56	-9
	Catholic	3,229	77	93	16
	Not Determined	437	14	7	-7
Ethnicity ^[3]	White	6,068	153	154	1
	Minority Ethnic Groups	114	3	2	-1
Disability	With a declared disability	206	3	3	0
	Without a declared disability	5,986	153	153	0
Age-group ^[4]	16-24	1,755	42	46	4
	25-39	3,280	67	61	-6
	40-49	777	29	35	6
	50+	377	18	14	-4
Sexual Orientation ^[5]	Both sexes	68	1	2	1
	Different Sex	5,966	153	151	-2
	Same sex	154	2	3	1
NICS employment history ^[6]	Current	571	16	26	10
	Previous	292	9	10	1
	None	2,742	129	116	-13

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of eligible with missing information within that category.

^[2] Gender missing for 5 applicants.

^[3] Ethnicity missing for 10 applicants.

^[4] Based on age at closing date for applications. Age missing for 3 applicants.

^[5] Sexual orientation missing for 4 applicants.

^[6] NICS employment history missing for 2,587 applicants and 4 appointees.

Note: Figures as at 1 February 2016.

Table A.1.4 Recruitment competitions for permanent NICS jobs with application closing date in 2012-2014 comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	54,192	2,093	2,093	0
Gender ^[2]	Male	31,011	1,316	1,297	-19
	Female	23,151	777	796	19
Community Background	Protestant	25,391	959	1,024	65
	Catholic	24,860	958	919	-39
	Not Determined	3,941	176	150	-26
Ethnicity ^[3]	White	53,405	2,060	2,076	16
	Minority Ethnic Groups	708	29	17	-12
Disability	With a declared disability	1,494	49	38	-11
	Without a declared disability	52,698	2,044	2,055	11
Age-group ^[4]	16-24	17,291	602	591	-11
	25-39	27,290	1,025	1,125	100
	40-49	6,590	312	262	-50
	50+	3,009	154	115	-39
Sexual Orientation ^[5]	Both sexes	545	18	21	3
	Different Sex	52,183	2,022	2,016	-6
	Same sex	1,355	44	49	5
NICS employment history ^[6]	Current	4,250	227	348	121
	Previous	4,135	195	200	5
	None	28,635	1,209	1,104	-105

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of eligible with missing information within that category.

^[2] Gender missing for 30 applicants.

^[3] Ethnicity missing for 79 applicants.

^[4] Based on age at closing date for applications. Age missing for 12 applicants.

^[5] Sexual orientation missing for 109 applicants and 7 appointees.

^[6] NICS employment history missing for 17,172 applicants and 441 appointees.

Note: Figures as at 1 February 2016.

Table A.2.1 Recruitment competitions for permanent NICS jobs in DARD with application closing date in 2012: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	2,475	106	106	0
Gender ^[2]	Male	1,938	74	74	0
	Female	536	32	32	0
Community Background	Protestant	1,142	45	46	1
	Catholic	1,138	51	52	1
	Not Determined	195	10	8	-2
Ethnicity ^[3]	White	2,439	105	#	#
	Minority Ethnic Groups	30	1	*	#
Disability	With a declared disability	44	2	*	#
	Without a declared disability	2,431	104	#	#
Age-group ^[4]	16-24	703	24	#	#
	25-39	1,245	57	67	10
	40-49	358	17	21	4
	50+	167	8	*	#
Sexual Orientation ^[5]	Both sexes	20	1	*	#
	Different Sex	2,420	104	#	#
	Same sex	23	1	*	#
NICS employment history ^[6]	Current	310	14	19	5
	Previous	219	9	8	-1
	None	1,889	82	77	-5

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Gender missing for 1 applicant.

^[3] Ethnicity missing for 6 applicants.

^[4] Based on age at closing date for applications. Age missing for 2 applicants.

^[5] Sexual orientation missing for 12 applicants and 1 appointee.

^[6] NICS employment history missing for 57 applicants and 2 appointees.

Note: Figures as at 1 February 2016.

Table A.2.2 Recruitment competitions for permanent NICS jobs in DARD with application closing date in 2013: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	1,289	72	72	0
Gender ^[2]	Male	1,018	58	57	-1
	Female	269	14	15	1
Community Background	Protestant	527	30	37	7
	Catholic	658	34	29	-5
	Not Determined	104	8	6	-2
Ethnicity ^[3]	White	1,267	70	#	#
	Minority Ethnic Groups	18	1	*	#
Disability	With a declared disability	25	1	*	#
	Without a declared disability	1,264	71	#	#
Age-group ^[4]	16-24	264	19	15	-4
	25-39	664	36	44	8
	40-49	210	10	6	-4
	50+	149	7	7	0
Sexual Orientation ^[5]	Both sexes	12	1	*	#
	Different Sex	1,255	70	#	#
	Same sex	14	1	*	#
NICS employment history ^[6]	Current	202	11	16	5
	Previous	116	7	9	2
	None	943	53	45	-8

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Gender missing for 2 applicants.

^[3] Ethnicity missing for 4 applicants.

^[4] Based on age at closing date for applications. Age missing for 2 applicants.

^[5] Sexual orientation missing for 8 applicants and 1 appointee.

^[6] NICS employment history missing for 28 applicants and 2 appointees.

Note: Figures as at 1 February 2016.

Table A.2.3 Recruitment competitions for permanent NICS jobs in DARD with application closing date in 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	858	14	14	0
Gender	Male	482	11	9	-2
	Female	376	3	5	2
Community Background	Protestant	301	5	7	2
	Catholic	492	7	#	#
	Not Determined	65	2	*	#
Ethnicity	White	851	14	#	#
	Minority Ethnic Groups	7	0	*	#
Disability	With a declared disability	26	0	*	#
	Without a declared disability	832	14	#	#
Age-group ^[2]	16-24	154	3	*	#
	25-39	484	6	7	1
	40-49	141	2	*	#
	50+	78	3	*	#
Sexual Orientation ^[3]	Both sexes	7	0	*	#
	Different Sex	838	14	#	#
	Same sex	12	0	*	#
NICS employment history ^[4]	Current	121	3	*	#
	Previous	85	1	0	-1
	None	640	10	#	#

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications. Age missing for 1 applicant.

^[3] Sexual orientation missing for 1 applicant.

^[4] NICS employment history missing for 12 applicants.

Note: Figures as at 1 February 2016.

Table A.2.4 Recruitment competitions for permanent NICS jobs in DARD with application closing date in 2012 - 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	4,622	192	192	0
Gender ^[2]	Male	3,438	143	140	-3
	Female	1,181	49	52	3
Community Background	Protestant	1,970	80	90	10
	Catholic	2,288	92	84-87	#
	Not Determined	364	21	15-18	#
Ethnicity ^[3]	White	4,557	189	#	#
	Minority Ethnic Groups	55	3	*	#
Disability	With a declared disability	95	3	5	2
	Without a declared disability	4,527	189	187	-2
Age-group ^[4]	16-24	1,121	46	31	-15
	25-39	2,393	99	118	19
	40-49	709	28	28	0
	50+	394	19	15	-4
Sexual Orientation ^[5]	Both sexes	39	2	*	#
	Different Sex	4,513	188	#	#
	Same sex	49	2	*	#
NICS employment history ^[6]	Current	633	28	39	11
	Previous	420	16	17	1
	None	3,472	145	132	-13

Cell entries are represented by a range where necessary to protect personal information.

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small to publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Gender missing for 3 applicants.

^[3] Ethnicity missing for 10 applicants.

^[4] Based on age at closing date for applications. Age missing for 5 applicants.

^[5] Sexual orientation missing for 21 applicants and 2 appointees.

^[6] NICS employment history missing for 97 applicants and 4 appointees.

Note: Figures as at 1 February 2016.

Table A.3.1 Recruitment competitions for permanent NICS jobs in DCAL with application closing date in 2012: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	488	22	22	0
Gender	Male	347	14	13	-1
	Female	141	8	9	1
Community Background	Protestant	239	8	*	#
	Catholic	249	12	15	3
	Not Determined	52	2	*	#
Ethnicity ^[2]	White	482	22	#	#
	Minority Ethnic Groups	5	0	*	#
Disability	With a declared disability	12	1	*	#
	Without a declared disability	476	21	#	#
Age-group ^[3]	16-24	102	4	0	-4
	25-39	273	12	15	3
	40-49	77	5	7	2
	50+	36	2	0	-2
Sexual Orientation ^[4]	Both sexes	6	0	*	#
	Different Sex	472	21	#	#
	Same sex	8	0	*	#
NICS employment history ^[5]	Current	84	6	12	6
	Previous	62	2	0	-2
	None	339	14	9	-5

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Ethnicity missing for 1 applicant.

^[3] Based on age at closing date for applications.

^[4] Sexual orientation missing for 2 applicants.

^[5] NICS employment history missing for 3 applicants and 1 appointee.

Note: Figures as at 1 February 2016.

Table A.3.2 Recruitment competitions for permanent NICS jobs in DCAL with application closing date in 2013: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	4	0	0	0
Gender	Male	1	0	0	0
	Female	3	0	0	0
Community Background	Protestant	*	0	0	0
	Catholic	*	0	0	0
	Not Determined	*	0	0	0
Ethnicity	White	*	0	0	0
	Minority Ethnic Groups	*	0	0	0
Disability	With a declared disability	*	0	0	0
	Without a declared disability	*	0	0	0
Age-group ^[2]	16-24	0	0	0	0
	25-39	*	0	0	0
	40-49	*	0	0	0
	50+	0	0	0	0
Sexual Orientation	Both sexes	*	0	0	0
	Different Sex	*	0	0	0
	Same sex	*	0	0	0
NICS employment history	Current	*	0	0	0
	Previous	*	0	0	0
	None	*	0	0	0

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

Note: Figures as at 1 February 2016.

Table A.3.3 Recruitment competitions for permanent NICS jobs in DCAL with application closing date in 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	435	11	11	0
Gender	Male	338	9	7	-2
	Female	97	2	4	2
Community Background	Protestant	180	4	*	#
	Catholic	205	5	#	#
	Not Determined	50	1	*	#
Ethnicity	White	430	11	#	#
	Minority Ethnic Groups	5	0	*	#
Disability	With a declared disability	13	0	*	#
	Without a declared disability	422	11	#	#
Age-group ^[2]	16-24	45	1	0	-1
	25-39	243	6	6	0
	40-49	97	3	*	#
	50+	49	1	*	#
Sexual Orientation	Both sexes	*	0	*	#
	Different Sex	424	11	#	#
	Same sex	#	0	*	#
NICS employment history ^[3]	Current	76	3	6	3
	Previous	51	2	*	#
	None	291	6	*	#

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small to publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications. Age missing for 1 applicant.

^[3] NICS employment history missing for 17 applicants.

Note: Figures as at 1 February 2016.

Table A.3.4 Recruitment competitions for permanent NICS jobs in DCAL with application closing date in 2012 - 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	927	33	33	0
Gender	Male	686	23	20	-3
	Female	241	10	13	3
Community Background	Protestant	367	13	#	#
	Catholic	456	17	22	5
	Not Determined	104	4	*	#
Ethnicity ^[2]	White	916	32	#	#
	Minority Ethnic Groups	10	0	*	#
Disability	With a declared disability	25	1	*	#
	Without a declared disability	902	32	#	#
Age-group ^[3]	16-24	147	4	0	-4
	25-39	519	18	21	3
	40-49	175	8	#	#
	50+	85	3	*	#
Sexual Orientation ^[4]	Both sexes	8	0	*	#
	Different Sex	900	32	#	#
	Same sex	17	0	*	#
NICS employment history ^[5]	Current	161	9	18	9
	Previous	113	4	*	#
	None	633	20	#	#

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small to publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Ethnicity missing for 1 applicant.

^[3] Based on age at closing date for applications. Age missing for 1 applicant.

^[4] Sexual orientation missing for 2 applicants.

^[5] NICS employment history missing for 20 applicants and 1 appointee.

Note: Figures as at 1 February 2016.

Table A.4.1 Recruitment competitions for permanent NICS jobs in DE with application closing date in 2012: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	110	8	8	0
Gender	Male	41	2	1	-1
	Female	69	6	7	1
Community Background	Protestant	#	2	*	#
	Catholic	80	5	#	#
	Not Determined	*	1	*	#
Ethnicity	White	#	8	#	#
	Minority Ethnic Groups	*	0	*	#
Disability	With a declared disability	*	0	*	#
	Without a declared disability	#	8	#	#
Age-group ^[2]	16-24	11	1	0	-1
	25-39	39	4	*	#
	40-49	42	3	*	#
	50+	18	1	*	#
Sexual Orientation	Both sexes	*	0	*	#
	Different Sex	#	8	#	#
	Same sex	*	0	*	#
NICS employment history	Current	13	2	*	#
	Previous	6	0	*	#
	None	91	6	*	#

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

Note: Figures as at 1 February 2016.

Table A.4.2 Recruitment competitions for permanent NICS jobs in DE with application closing date in 2013: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	109	9	9	0
Gender	Male	38	3	2	-1
	Female	71	6	7	1
Community Background	Protestant	42	4	*	#
	Catholic	58	5	#	#
	Not Determined	9	1	*	#
Ethnicity	White	#	9	#	#
	Minority Ethnic Groups	*	0	*	#
Disability	With a declared disability	*	0	*	#
	Without a declared disability	#	9	#	#
Age-group ^[2]	16-24	0	0	0	0
	25-39	49	3	#	#
	40-49	51	5	*	#
	50+	9	1	0	-1
Sexual Orientation	Both sexes	*	0	*	#
	Different Sex	#	9	#	#
	Same sex	*	0	*	#
NICS employment history	Current	18	1	*	#
	Previous	7	1	0	-1
	None	84	7	#	#

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

Note: Figures as at 1 February 2016.

Table A.4.3 Recruitment competitions for permanent NICS jobs in DE with application closing date in 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	159	16	16	0
Gender	Male	40	5	1	-4
	Female	119	11	15	4
Community Background	Protestant	64	6	*	#
	Catholic	81	9	11	2
	Not Determined	14	1	*	#
Ethnicity	White	#	15	#	#
	Minority Ethnic Groups	*	1	*	#
Disability	With a declared disability	*	0	*	#
	Without a declared disability	#	16	#	#
Age-group ^[2]	16-24	*	0	0	0
	25-39	60	7	7	0
	40-49	72	7	#	#
	50+	#	2	*	#
Sexual Orientation	Both sexes	*	0	*	#
	Different Sex	154	15	#	#
	Same sex	*	1	*	#
NICS employment history ^[3]	Current	16	2	*	#
	Previous	12	2	*	#
	None	129	13	#	#

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

^[3] NICS employment history missing for 2 applicants.

Note: Figures as at 1 February 2016.

Table A.4.4 Recruitment competitions for permanent NICS jobs in DE with application closing date in 2012 - 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	378	33	33	0
Gender	Male	119	10	4	-6
	Female	259	23	29	6
Community Background	Protestant	133	12	#	#
	Catholic	219	19	21	2
	Not Determined	26	2	*	#
Ethnicity	White	373	32	#	#
	Minority Ethnic Groups	5	1	*	#
Disability	With a declared disability	7	1	*	#
	Without a declared disability	371	32	#	#
Age-group ^[2]	16-24	12	1	0	-1
	25-39	148	14	15	1
	40-49	165	14	#	#
	50+	53	4	*	#
Sexual Orientation	Both sexes	*	0	*	#
	Different Sex	372	32	#	#
	Same sex	*	1	*	#
NICS employment history ^[3]	Current	47	5	#	#
	Previous	25	3	*	#
	None	304	25	21	-4

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

^[3] NICS employment history missing for 2 applicants.

Note: Figures as at 1 February 2016.

Table A.5.1 Recruitment competitions for permanent NICS jobs in DEL with application closing date in 2012: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	15	2	2	0
Gender	Male	8	1	1	0
	Female	7	1	1	0
Community Background	Protestant	*	0	*	#
	Catholic	#	2	*	#
	Not Determined	0	0	0	0
Ethnicity	White	#	2	*	#
	Minority Ethnic Groups	*	0	*	#
Disability	With a declared disability	*	0	*	#
	Without a declared disability	#	2	*	#
Age-group ^[2]	16-24	#	2	*	#
	25-39	*	0	*	#
	40-49	0	0	0	0
	50+	0	0	0	0
Sexual Orientation	Both sexes	*	0	*	#
	Different Sex	#	2	*	#
	Same sex	*	0	*	#
NICS employment history	Current	*	0	*	#
	Previous	*	0	*	#
	None	#	2	*	#

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

Note: Figures as at 1 February 2016.

Table A.5.2 Recruitment competitions for permanent NICS jobs in DEL with application closing date in 2013: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	77	10	10	0
Gender ^[2]	Male	25	3	4	1
	Female	51	7	6	-1
Community Background	Protestant	22	3	*	#
	Catholic	50	6	#	#
	Not Determined	5	1	0	-1
Ethnicity	White	#	10	#	#
	Minority Ethnic Groups	*	0	*	#
Disability	With a declared disability	*	0	*	#
	Without a declared disability	#	10	#	#
Age-group ^[3]	16-24	7	1	0	-1
	25-39	41	5	#	#
	40-49	24	3	*	#
	50+	5	1	0	-1
Sexual Orientation ^[4]	Both sexes	*	0	*	#
	Different Sex	#	9	#	#
	Same sex	*	0	*	#
NICS employment history ^[5]	Current	#	1	*	#
	Previous	*	0	0	0
	None	63	8	#	#

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small to publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Gender missing for 1 applicant.

^[3] Based on age at closing date for applications.

^[4] Sexual orientation missing for 1 applicant.

^[5] NICS employment history missing for 1 applicant.

Note: Figures as at 1 February 2016.

Table A.5.3 Recruitment competitions for permanent NICS jobs in DEL with application closing date in 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	84	3	3	0
Gender	Male	66	2	2	0
	Female	18	1	1	0
Community Background	Protestant	30	1	*	#
	Catholic	46	2	*	#
	Not Determined	8	0	*	#
Ethnicity	White	#	3	*	#
	Minority Ethnic Groups	*	0	*	#
Disability	With a declared disability	5	0	*	#
	Without a declared disability	79	3	*	#
Age-group ^[2]	16-24	20	2	*	#
	25-39	31	1	*	#
	40-49	20	0	*	#
	50+	13	0	*	#
Sexual Orientation	Both sexes	*	0	*	#
	Different Sex	#	3	*	#
	Same sex	*	0	*	#
NICS employment history	Current	29	0	*	#
	Previous	12	0	*	#
	None	43	2	*	#

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

Note: Figures as at 1 February 2016.

Table A.5.4 Recruitment competitions for permanent NICS jobs in DEL with application closing date in 2012 - 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	176	15	15	0
Gender ^[2]	Male	99	6	7	1
	Female	76	8	8	0
Community Background	Protestant	55	4	*	#
	Catholic	108	10	#	#
	Not Determined	13	1	*	#
Ethnicity	White	#	15	#	#
	Minority Ethnic Groups	*	0	*	#
Disability	With a declared disability	7	0	*	#
	Without a declared disability	169	15	#	#
Age-group ^[3]	16-24	40	4	*	#
	25-39	74	6	#	#
	40-49	44	3	0	-3
	50+	18	1	0	-1
Sexual Orientation ^[4]	Both sexes	*	0	*	#
	Different Sex	169	14	#	#
	Same sex	*	0	*	#
NICS employment history ^[5]	Current	39	2	*	#
	Previous	15	1	0	-1
	None	121	12	#	#

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small to publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Gender missing for 1 applicant.

^[3] Based on age at closing date for applications.

^[4] Sexual orientation missing for 1 applicant.

^[5] NICS employment history missing for 1 applicant.

Note: Figures as at 1 February 2016.

Table A.6.1 Recruitment competitions for permanent NICS jobs in DETI with application closing date in 2012: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	0	0	0	0

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

Note: Figures as at 1 February 2016.

Table A.6.2 Recruitment competitions for permanent NICS jobs in DETI with application closing date in 2013: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	141	16	16	0
Gender	Male	87	12	10	-2
	Female	54	4	6	2
Community Background	Protestant	49	6	#	#
	Catholic	70	8	8	0
	Not Determined	22	3	*	#
Ethnicity	White	#	15	#	#
	Minority Ethnic Groups	*	1	*	#
Disability	With a declared disability	*	0	*	#
	Without a declared disability	#	16	#	#
Age-group ^[2]	16-24	38	6	#	#
	25-39	70	7	9	2
	40-49	#	2	*	#
	50+	*	0	0	0
Sexual Orientation	Both sexes	*	1	*	#
NICS employment history	Different Sex	136	15	#	#
	Same sex	*	0	*	#
NICS employment history	Current	30	3	6	3
	Previous	10	1	0	-1
	None	101	12	10	-2

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

Note: Figures as at 1 February 2016.

Table A.6.3 Recruitment competitions for permanent NICS jobs in DETI with application closing date in 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	0	0	0	0

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

Note: Figures as at 1 February 2016.

Table A.6.4 Recruitment competitions for permanent NICS jobs in DETI with application closing date in 2012 - 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	141	16	16	0
Gender	Male	87	12	10	-2
	Female	54	4	6	2
Community Background	Protestant	49	6	#	#
	Catholic	70	8	8	0
	Not Determined	22	3	*	#
Ethnicity	White	#	15	#	#
	Minority Ethnic Groups	*	1	*	#
Disability	With a declared disability	*	0	*	#
	Without a declared disability	#	16	#	#
Age-group ^[2]	16-24	38	6	#	#
	25-39	70	7	9	2
	40-49	#	2	*	#
	50+	*	0	0	0
Sexual Orientation	Both sexes	*	1	*	#
	Different Sex	136	15	#	#
	Same sex	*	0	*	#
NICS employment history	Current	30	3	6	3
	Previous	10	1	0	-1
	None	101	12	10	-2

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small to publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

Note: Figures as at 1 February 2016.

Table A.7.1 Recruitment competitions for permanent NICS jobs in DFP with application closing date in 2012: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	800	65	65	0
Gender	Male	606	45	40	-5
	Female	194	20	25	5
Community Background	Protestant	317	27	33	6
	Catholic	425	33	#	#
	Not Determined	58	5	*	#
Ethnicity ^[2]	White	785	64	#	#
	Minority Ethnic Groups	14	1	*	#
Disability	With a declared disability	18	1	*	#
	Without a declared disability	782	64	#	#
Age-group ^[3]	16-24	227	18	#	#
	25-39	412	30	38	8
	40-49	104	11	11	0
	50+	57	6	*	#
Sexual Orientation ^[4]	Both sexes	*	0	*	#
	Different Sex	788	64	#	#
	Same sex	#	0	*	#
NICS employment history ^[5]	Current	119	18	25	7
	Previous	72	5	6	1
	None	606	42	34	-8

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Ethnicity missing for 1 applicant.

^[3] Based on age at closing date for applications.

^[4] Sexual orientation missing for 3 applicants.

^[5] NICS employment history missing for 3 applicants.

Note: Figures as at 1 February 2016.

Table A.7.2 Recruitment competitions for permanent NICS jobs in DFP with application closing date in 2013: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	1,523	207	207	0
Gender ^[2]	Male	1,006	132	123	-9
	Female	514	75	84	9
Community Background	Protestant	614	83	76	-7
	Catholic	765	103	106	3
	Not Determined	144	20	25	5
Ethnicity ^[3]	White	1,481	202	#	#
	Minority Ethnic Groups	36	4	*	#
Disability	With a declared disability	35	5	*	#
	Without a declared disability	1,488	202	#	#
Age-group ^[4]	16-24	427	60	57	-3
	25-39	844	116	120	4
	40-49	178	23	21	-2
	50+	72	7	9	2
Sexual Orientation ^[5]	Both sexes	16	2	*	#
	Different Sex	1,461	199	197	-2
	Same sex	35	5	#	#
NICS employment history ^[6]	Current	319	52	71	19
	Previous	154	23	23	0
	None	1,026	130	112	-18

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Gender missing for 3 applicants.

^[3] Ethnicity missing for 6 applicants.

^[4] Based on age at closing date for applications. Age missing for 2 applicants.

^[5] Sexual orientation missing for 11 applicants.

^[6] NICS employment history missing for 24 applicants and 1 appointee.

Note: Figures as at 1 February 2016.

Table A.7.3 Recruitment competitions for permanent NICS jobs in DFP with application closing date in 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	760	19	19	0
Gender	Male	535	13	11	-2
	Female	225	6	8	2
Community Background	Protestant	292	7	7	0
	Catholic	394	9	#	#
	Not Determined	74	3	*	#
Ethnicity	White	749	18	#	#
	Minority Ethnic Groups	11	1	*	#
Disability	With a declared disability	22	1	*	#
	Without a declared disability	738	18	#	#
Age-group ^[2]	16-24	115	3	*	#
	25-39	409	7	8	1
	40-49	155	5	6	1
	50+	79	3	*	#
Sexual Orientation	Both sexes	*	0	*	#
	Different Sex	745	19	#	#
	Same sex	#	0	*	#
NICS employment history ^[3]	Current	248	5	8	3
	Previous	105	3	*	#
	None	403	11	#	#

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications. Age missing for 2 applicants.

^[3] NICS employment history missing for 4 applicants.

Note: Figures as at 1 February 2016.

Table A.7.4 Recruitment competitions for permanent NICS jobs in DFP with application closing date in 2012 - 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	3,083	291	291	0
Gender ^[2]	Male	2,147	190	174	-16
	Female	933	101	117	16
Community Background	Protestant	1,223	118	116	-2
	Catholic	1,584	146	146	0
	Not Determined	276	27	29	2
Ethnicity ^[3]	White	3,015	284	286	2
	Minority Ethnic Groups	61	6	5	-1
Disability	With a declared disability	75	7	5	-2
	Without a declared disability	3,008	284	286	2
Age-group ^[4]	16-24	769	81	74	-7
	25-39	1,665	153	166	13
	40-49	437	40	38	-2
	50+	208	16	13	-3
Sexual Orientation ^[5]	Both sexes	24	2	*	#
	Different Sex	2,994	282	280	-2
	Same sex	51	6	#	#
NICS employment history ^[6]	Current	686	75	104	29
	Previous	331	30	33	3
	None	2,035	183	153	-30

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small to publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Gender missing for 3 applicants.

^[3] Ethnicity missing for 7 applicants.

^[4] Based on age at closing date for applications. Age missing for 4 applicants.

^[5] Sexual orientation missing for 14 applicants.

^[6] NICS employment history missing for 31 applicants and 1 appointee.

Note: Figures as at 1 February 2016.

Table A.8.1 Recruitment competitions for permanent NICS jobs in DHSSPS with application closing date in 2012: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	83	9	9	0
Gender	Male	34	4	4	0
	Female	49	5	5	0
Community Background	Protestant	#	4	#	#
	Catholic	50	5	*	#
	Not Determined	*	0	*	#
Ethnicity	White	#	9	#	#
	Minority Ethnic Groups	*	0	*	#
Disability	With a declared disability	*	0	*	#
	Without a declared disability	#	9	#	#
Age-group ^[2]	16-24	*	0	0	0
	25-39	33	2	*	#
	40-49	28	3	*	#
	50+	#	3	#	#
Sexual Orientation	Both sexes	*	0	*	#
	Different Sex	#	9	#	#
	Same sex	*	0	*	#
NICS employment history	Current	16	2	*	#
	Previous	6	1	*	#
	None	61	6	*	#

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small to publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

Note: Figures as at 1 February 2016.

Table A.8.2 Recruitment competitions for permanent NICS jobs in DHSSPS with application closing date in 2013: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	126	10	10	0
Gender	Male	92	7	5	-2
	Female	34	3	5	2
Community Background	Protestant	60	5	#	#
	Catholic	56	4	*	#
	Not Determined	10	1	0	-1
Ethnicity	White	#	9	#	#
	Minority Ethnic Groups	*	1	*	#
Disability	With a declared disability	*	0	*	#
	Without a declared disability	#	10	#	#
Age-group ^[2]	16-24	0	0	0	0
	25-39	45	3	*	#
	40-49	42	3	*	#
	50+	38	4	5	1
Sexual Orientation ^[3]	Both sexes	*	0	*	#
	Different Sex	#	10	#	#
	Same sex	*	0	*	#
NICS employment history	Current	35	4	5	1
	Previous	9	1	*	#
	None	82	5	*	#

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications. Age missing for 1 applicant.

^[3] Sexual orientation missing for 1 applicant.

Note: Figures as at 1 February 2016.

Table A.8.3 Recruitment competitions for permanent NICS jobs in DHSSPS with application closing date in 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	33	3	3	0
Gender	Male	9	1	1	0
	Female	24	2	2	0
Community Background	Protestant	#	1	*	#
	Catholic	18	2	*	#
	Not Determined	*	0	*	#
Ethnicity	White	#	3	*	#
	Minority Ethnic Groups	*	0	*	#
Disability	With a declared disability	*	1	*	#
	Without a declared disability	#	2	*	#
Age-group ^[2]	16-24	0	0	0	0
	25-39	15	1	*	#
	40-49	10	1	*	#
	50+	8	1	*	#
Sexual Orientation	Both sexes	*	0	*	#
	Different Sex	#	3	*	#
	Same sex	*	0	*	#
NICS employment history	Current	*	0	*	#
	Previous	*	0	*	#
	None	28	3	*	#

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

Note: Figures as at 1 February 2016.

Table A.8.4 Recruitment competitions for permanent NICS jobs in DHSSPS with application closing date in 2012 - 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	242	22	22	0
Gender	Male	135	12	10	-2
	Female	107	10	12	2
Community Background	Protestant	102	10	12	2
	Catholic	124	10	#	#
	Not Determined	16	1	*	#
Ethnicity	White	#	21	#	#
	Minority Ethnic Groups	*	1	*	#
Disability	With a declared disability	7	1	*	#
	Without a declared disability	235	21	#	#
Age-group ^[2]	16-24	*	0	0	0
	25-39	93	6	6	0
	40-49	80	7	5	-2
	50+	#	9	11	2
Sexual Orientation ^[3]	Both sexes	*	0	*	#
	Different Sex	#	22	#	#
	Same sex	*	0	*	#
NICS employment history	Current	55	6	10	4
	Previous	16	2	*	#
	None	171	14	#	#

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small to publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications. Age missing for 1 applicant.

^[3] Sexual orientation missing for 1 applicant.

Note: Figures as at 1 February 2016.

Table A.9.1 Recruitment competitions for permanent NICS jobs in DOE with application closing date in 2012: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	2,043	100	100	0
Gender ^[2]	Male	1,420	69	61	-8
	Female	622	31	39	8
Community Background	Protestant	981	48	51	3
	Catholic	859	42	43	1
	Not Determined	203	10	6	-4
Ethnicity ^[3]	White	2,003	98	#	#
	Minority Ethnic Groups	37	2	*	#
Disability	With a declared disability	57	2	*	#
	Without a declared disability	1,986	98	#	#
Age-group ^[4]	16-24	376	18	18	0
	25-39	1,141	59	58	-1
	40-49	313	15	15	0
	50+	212	7	9	2
Sexual Orientation ^[5]	Both sexes	28	1	*	#
	Different Sex	1,965	96	#	#
	Same sex	45	2	*	#
NICS employment history ^[6]	Current	330	18	24	6
	Previous	297	14	16	2
	None	1,399	66	59	-7

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Gender missing for 1 applicant.

^[3] Ethnicity missing for 3 applicants.

^[4] Based on age at closing date for applications. Age missing for 1 applicant.

^[5] Sexual orientation missing for 5 applicants.

^[6] NICS employment history missing for 17 applicants and 1 appointee.

Note: Figures as at 1 February 2016.

Table A.9.2 Recruitment competitions for permanent NICS jobs in DOE with application closing date in 2013: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	530	54	54	0
Gender	Male	348	34	30	-4
	Female	182	20	24	4
Community Background	Protestant	202	19	#	#
	Catholic	256	26	26	0
	Not Determined	72	9	*	#
Ethnicity ^[2]	White	520	53	#	#
	Minority Ethnic Groups	8	1	*	#
Disability	With a declared disability	8	1	*	#
	Without a declared disability	522	53	#	#
Age-group ^[3]	16-24	84	10	6	-4
	25-39	304	33	36	3
	40-49	87	7	6	-1
	50+	55	4	6	2
Sexual Orientation ^[4]	Both sexes	8	1	*	#
	Different Sex	509	51	#	#
	Same sex	8	1	*	#
NICS employment history ^[5]	Current	60	6	12	6
	Previous	48	4	6	2
	None	394	42	34	-8

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Ethnicity missing for 2 applicants.

^[3] Based on age at closing date for applications.

^[4] Sexual orientation missing for 5 applicants.

^[5] NICS employment history missing for 28 applicants and 2 appointees.

Note: Figures as at 1 February 2016.

Table A.9.3 Recruitment competitions for permanent NICS jobs in DOE with application closing date in 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	390	48	48	0
Gender	Male	328	44	42	-2
	Female	62	4	6	2
Community Background	Protestant	181	23	#	#
	Catholic	177	23	32	9
	Not Determined	32	3	*	#
Ethnicity	White	382	47	#	#
	Minority Ethnic Groups	8	1	*	#
Disability	With a declared disability	*	0	*	#
	Without a declared disability	#	48	#	#
Age-group ^[2]	16-24	47	5	#	#
	25-39	234	30	24	-6
	40-49	67	9	12	3
	50+	42	4	*	#
Sexual Orientation	Both sexes	6	0	*	#
	Different Sex	377	47	#	#
	Same sex	7	0	*	#
NICS employment history ^[3]	Current	30	2	*	#
	Previous	24	2	*	#
	None	323	43	38	-5

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

^[3] NICS employment history missing for 13 applicants and 3 appointees.

Note: Figures as at 1 February 2016.

Table A.9.4 Recruitment competitions for permanent NICS jobs in DOE with application closing date in 2012 - 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	2,963	202	202	0
Gender ^[2]	Male	2,096	146	133	-13
	Female	866	56	69	13
Community Background	Protestant	1,364	90	91	1
	Catholic	1,292	90	101	11
	Not Determined	307	21	10	-11
Ethnicity ^[3]	White	2,905	198	#	#
	Minority Ethnic Groups	53	4	*	#
Disability	With a declared disability	69	3	*	#
	Without a declared disability	2,894	199	#	#
Age-group ^[4]	16-24	507	33	33	0
	25-39	1,679	123	118	-5
	40-49	467	31	33	2
	50+	309	16	18	2
Sexual Orientation ^[5]	Both sexes	42	3	*	#
	Different Sex	2,851	195	197	2
	Same sex	60	3	*	#
NICS employment history ^[6]	Current	420	26	39	13
	Previous	369	21	26	5
	None	2,116	151	131	-20

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small to publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Gender missing for 1 applicant.

^[3] Ethnicity missing for 5 applicants.

^[4] Based on age at closing date for applications. Age missing for 1 applicant.

^[5] Sexual orientation missing for 10 applicants.

^[6] NICS employment history missing for 58 applicants and 6 appointees.

Note: Figures as at 1 February 2016.

Table A.10.1 Recruitment competitions for permanent NICS jobs in DOJ with application closing date in 2012: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	6,100	368	368	0
Gender ^[2]	Male	3,921	237	238	1
	Female	2,178	131	130	-1
Community Background	Protestant	3,819	231	267	36
	Catholic	1,682	101	63	-38
	Not Determined	599	37	38	1
Ethnicity ^[3]	White	6,018	363	#	#
	Minority Ethnic Groups	66	4	*	#
Disability	With a declared disability	79	4	*	#
	Without a declared disability	6,021	364	#	#
Age-group ^[4]	16-24	2,052	123	136	13
	25-39	2,907	176	195	19
	40-49	902	55	31	-24
	50+	238	14	6	-8
Sexual Orientation ^[5]	Both sexes	39	2	*	#
	Different Sex	5,886	355	354	-1
	Same sex	150	9	#	#
NICS employment history ^[6]	Current	179	10	#	#
	Previous	116	5	*	#
	None	894	42	40	-2

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Gender missing for 1 applicant.

^[3] Ethnicity missing for 16 applicants.

^[4] Based on age at closing date for applications. Age missing for 1 applicant.

^[5] Sexual orientation missing for 25 applicants.

^[6] NICS employment history missing for 4911 applicants and 311 appointees.

Note: Figures as at 1 February 2016.

Table A.10.2 Recruitment competitions for permanent NICS jobs in DOJ with application closing date in 2013: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	3,596	107	107	0
Gender ^[2]	Male	2,621	80	66	-14
	Female	975	27	41	14
Community Background	Protestant	2,500	75	81	6
	Catholic	722	21	20	-1
	Not Determined	374	11	6	-5
Ethnicity ^[3]	White	3,547	105	#	#
	Minority Ethnic Groups	43	1	*	#
Disability	With a declared disability	42	1	*	#
	Without a declared disability	3,554	106	#	#
Age-group ^[4]	16-24	1,086	29	38	9
	25-39	1,600	46	53	7
	40-49	696	23	11	-12
	50+	214	8	5	-3
Sexual Orientation ^[5]	Both sexes	27	1	*	#
	Different Sex	3,451	103	#	#
	Same sex	105	3	*	#
NICS employment history ^[6]	Current	19	1	*	#
	Previous	20	0	*	#
	None	195	4	*	#

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Ethnicity missing for 6 applicants.

^[3] Based on age at closing date for applications.

^[4] Sexual orientation missing for 13 applicants.

^[5] NICS employment history missing for 3,362 applicants and 102 appointees.

Note: Figures as at 1 February 2016.

Table A.10.3 Recruitment competitions for permanent NICS jobs in DOJ with application closing date in 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	238	10	10	0
Gender	Male	92	3	1	-2
	Female	146	7	9	2
Community Background	Protestant	123	4	*	#
	Catholic	88	5	#	#
	Not Determined	27	1	*	#
Ethnicity	White	230	9	#	#
	Minority Ethnic Groups	8	1	*	#
Disability	With a declared disability	7	0	*	#
	Without a declared disability	231	10	#	#
Age-group ^[2]	16-24	67	1	0	-1
	25-39	138	7	#	#
	40-49	24	1	*	#
	50+	9	0	0	0
Sexual Orientation	Both sexes	*	0	*	#
Orientation	Different Sex	227	9	#	#
	Same sex	#	1	*	#
NICS employment history ^[3]	Current	11	1	*	#
	Previous	9	1	*	#
	None	213	8	#	#

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

^[3] NICS employment history missing for 5 applicants.

Note: Figures as at 1 February 2016.

Table A.10.4 Recruitment competitions for permanent NICS jobs in DOJ with application closing date in 2012 - 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	9,934	485	485	0
Gender ^[2]	Male	6,634	320	305	-15
	Female	3,299	165	180	15
Community Background	Protestant	6,442	309	349-352	#
	Catholic	2,492	127	89-92	#
	Not Determined	1,000	49	44	-5
Ethnicity ^[3]	White	9,795	478	#	#
	Minority Ethnic Groups	117	6	*	#
Disability	With a declared disability	128	5	*	#
	Without a declared disability	9,806	480	#	#
Age-group ^[4]	16-24	3,205	153	174	21
	25-39	4,645	229	254-257	#
	40-49	1,622	80	43-46	#
	50+	461	23	11	-12
Sexual Orientation ^[5]	Both sexes	68	3	*	#
	Different Sex	9,564	467	467	0
	Same sex	264	13	#	#
NICS employment history ^[6]	Current	209	11	#	#
	Previous	145	7	*	#
	None	1,302	54	49	-5

Cell entries are represented by a range where necessary to protect personal information.

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small to publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Gender missing for 1 applicant.

^[3] Ethnicity missing for 22 applicants.

^[4] Based on age at closing date for applications. Age missing for 1 applicant.

^[5] Sexual orientation missing for 38 applicants.

^[6] NICS employment history missing for 8,278 applicants and 413 appointees.

Note: Figures as at 1 February 2016.

Table A.11.1 Recruitment competitions for permanent NICS jobs in DRD with application closing date in 2012: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	466	38	38	0
Gender	Male	426	35	33	-2
	Female	40	3	5	2
Community Background	Protestant	172	14	#	#
	Catholic	265	22	22	0
	Not Determined	29	2	*	#
Ethnicity	White	458	37	#	#
	Minority Ethnic Groups	8	1	*	#
Disability	With a declared disability	8	1	*	#
	Without a declared disability	458	37	#	#
Age-group ^[2]	16-24	119	8	*	#
	25-39	183	15	18	3
	40-49	94	9	14	5
	50+	70	6	*	#
Sexual Orientation	Both sexes	*	0	*	#
	Different Sex	461	38	#	#
	Same sex	*	0	*	#
NICS employment history ^[3]	Current	30	2	*	#
	Previous	47	4	*	#
	None	379	31	32	1

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

^[3] NICS employment history missing for 10 applicants.

Note: Figures as at 1 February 2016.

Table A.11.2 Recruitment competitions for permanent NICS jobs in DRD with application closing date in 2013: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	420	21	21	0
Gender ^[2]	Male	390	20	17	-3
	Female	29	1	4	3
Community Background	Protestant	156	9	#	#
	Catholic	219	10	12	2
	Not Determined	45	2	*	#
Ethnicity ^[3]	White	409	20	#	#
	Minority Ethnic Groups	9	0	*	#
Disability	With a declared disability	6	0	*	#
	Without a declared disability	414	21	#	#
Age-group ^[4]	16-24	105	6	*	#
	25-39	194	8	10	2
	40-49	79	5	6	1
	50+	41	2	*	#
Sexual Orientation ^[5]	Both sexes	*	0	*	#
	Different Sex	410	21	#	#
	Same sex	*	0	*	#
NICS employment history ^[6]	Current	16	1	0	-1
	Previous	38	2	6	4
	None	353	17	15	-2

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Gender missing for 1 applicant.

^[3] Ethnicity missing for 2 applicants.

^[4] Based on age at closing date for applications. Age missing for 1 applicant.

^[5] Sexual orientation missing for 3 applicants.

^[6] NICS employment history missing for 13 applicants.

Note: Figures as at 1 February 2016.

Table A.11.3 Recruitment competitions for permanent NICS jobs in DRD with application closing date in 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	437	21	21	0
Gender	Male	387	18	17	-1
	Female	50	3	4	1
Community Background	Protestant	164	8	#	#
	Catholic	242	11	10	-1
	Not Determined	31	2	*	#
Ethnicity ^[2]	White	427	21	#	#
	Minority Ethnic Groups	9	0	*	#
Disability	With a declared disability	9	0	*	#
	Without a declared disability	428	21	#	#
Age-group ^[3]	16-24	109	4	#	#
	25-39	212	10	10	0
	40-49	60	4	5	1
	50+	56	3	*	#
Sexual Orientation ^[4]	Both sexes	*	0	*	#
	Different Sex	425	20	#	#
	Same sex	#	0	*	#
NICS employment history ^[5]	Current	53	3	5	2
	Previous	23	1	0	-1
	None	348	16	15	-1

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small to publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Ethnicity missing for 1 applicant.

^[3] Based on age at closing date for applications.

^[4] Sexual orientation missing for 3 applicants.

^[5] NICS employment history missing for 13 applicants and 1 appointee.

Note: Figures as at 1 February 2016.

Table A.11.4 Recruitment competitions for permanent NICS jobs in DRD with application closing date in 2012 - 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	1,323	80	80	0
Gender ^[2]	Male	1,203	73	67	-6
	Female	119	7	13	6
Community Background	Protestant	492	31	31	0
	Catholic	726	43	44	1
	Not Determined	105	6	5	-1
Ethnicity ^[3]	White	1,294	79	#	#
	Minority Ethnic Groups	26	1	*	#
Disability	With a declared disability	23	1	*	#
	Without a declared disability	1,300	79	#	#
Age-group ^[4]	16-24	333	18	12	-6
	25-39	589	33	38	5
	40-49	233	17	25	8
	50+	167	12	5	-7
Sexual Orientation ^[5]	Both sexes	8	0	*	#
	Different Sex	1,296	79	#	#
	Same sex	13	1	*	#
NICS employment history ^[6]	Current	99	6	7	1
	Previous	108	7	10	3
	None	1,080	65	62	-3

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small to publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Gender missing for 1 applicant.

^[3] Ethnicity missing for 3 applicants.

^[4] Based on age at closing date for applications. Age missing for 1 applicant.

^[5] Sexual orientation missing for 6 applicants.

^[6] NICS employment history missing for 36 applicants and 1 appointee.

Note: Figures as at 1 February 2016.

Table A.12.1 Recruitment competitions for permanent NICS jobs in DSD with application closing date in 2012: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	92	5	5	0
Gender	Male	58	3	4	1
	Female	34	2	1	-1
Community Background	Protestant	27	1	*	#
	Catholic	54	3	*	#
	Not Determined	11	1	0	-1
Ethnicity	White	#	5	#	#
	Minority Ethnic Groups	*	0	*	#
Disability	With a declared disability	*	0	*	#
	Without a declared disability	#	5	#	#
Age-group ^[2]	16-24	0	0	0	0
	25-39	24	1	0	-1
	40-49	54	3	#	#
	50+	14	1	*	#
Sexual Orientation	Both sexes	*	0	*	#
	Different Sex	#	5	*	#
	Same sex	*	0	*	#
NICS employment history ^[3]	Current	46	2	*	#
	Previous	9	0	*	#
	None	35	2	*	#

* Number of cases too small to publish

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

^[3] NICS employment history missing for 2 applicants.

Note: Figures as at 1 February 2016.

Table A.12.2 Recruitment competitions for permanent NICS jobs in DSD with application closing date in 2013: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	148	16	16	0
Gender	Male	50	6	5	-1
	Female	98	10	11	1
Community Background	Protestant	44	5	*	#
	Catholic	89	10	10	0
	Not Determined	15	2	*	#
Ethnicity	White	#	16	#	#
	Minority Ethnic Groups	*	0	*	#
Disability	With a declared disability	*	0	*	#
	Without a declared disability	#	16	#	#
Age-group ^[2]	16-24	*	1	0	-1
	25-39	101	11	#	#
	40-49	34	3	*	#
	50+	#	1	*	#
Sexual Orientation ^[3]	Both sexes	*	0	*	#
	Different Sex	#	16	#	#
	Same sex	*	0	*	#
NICS employment history ^[4]	Current	34	3	#	#
	Previous	13	2	*	#
	None	100	12	9	-3

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

^[3] Sexual orientation missing for 1 applicant.

^[4] NICS employment history missing for 1 applicant.

Note: Figures as at 1 February 2016.

Table A.12.3 Recruitment competitions for permanent NICS jobs in DSD with application closing date in 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	28	3	3	0
Gender	Male	15	2	0	-2
	Female	13	1	3	2
Community Background	Protestant	13	1	*	#
	Catholic	#	1	*	#
	Not Determined	*	0	*	#
Ethnicity	White	#	3	*	#
	Minority Ethnic Groups	*	0	*	#
Disability	With a declared disability	*	0	*	#
	Without a declared disability	#	3	*	#
Age-group ^[2]	16-24	0	0	0	0
	25-39	13	1	*	#
	40-49	#	1	*	#
	50+	*	0	*	#
Sexual Orientation	Both sexes	*	0	*	#
	Different Sex	#	3	*	#
	Same sex	*	0	*	#
NICS employment history ^[3]	Current	9	1	*	#
	Previous	6	1	*	#
	None	12	1	*	#

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small to publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

^[3] NICS employment history missing for 1 applicant.

Note: Figures as at 1 February 2016.

Table A.12.4 Recruitment competitions for permanent NICS jobs in DSD with application closing date in 2012 - 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	268	24	24	0
Gender	Male	123	10	9	-1
	Female	145	14	15	1
Community Background	Protestant	84	8	#	#
	Catholic	155	14	13	-1
	Not Determined	29	3	*	#
Ethnicity	White	#	24	#	#
	Minority Ethnic Groups	*	0	*	#
Disability	With a declared disability	5	0	*	#
	Without a declared disability	263	24	#	#
Age-group ^[2]	16-24	*	1	0	-1
	25-39	138	14	15	1
	40-49	99	7	#	#
	50+	#	2	*	#
Sexual Orientation ^[3]	Both sexes	*	0	*	#
	Different Sex	262	23	#	#
	Same sex	*	0	*	#
NICS employment history ^[4]	Current	89	6	12	6
	Previous	28	3	*	#
	None	147	15	#	#

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small to publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

^[3] Sexual orientation missing for 1 applicant.

^[4] NICS employment history missing for 4 applicants.

Note: Figures as at 1 February 2016.

Table A.13.1 Recruitment competitions for permanent NICS jobs in OFMDFM with application closing date in 2012: comparison of actual and expected appointees

Description		Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	47	3	3	0
Gender	Male	20	1	0	-1
	Female	2	2	3	1
Community Background	Protestant	14	1	*	#
	Catholic	24	2	*	#
	Not Determined	9	1	*	#
Ethnicity	White	39	2	*	#
	Minority Ethnic Groups	8	1	*	#
Disability	With a declared disability	*	1	*	#
	Without a declared disability	#	2	*	#
Age-group ^[2]	16-24	0	0	0	0
	25-39	13	1	0	-1
	40-49	16	1	*	#
	50+	18	1	*	#
Sexual Orientation	Both sexes	*	0	*	#
	Different Sex	#	3	*	#
	Same sex	*	0	*	#
NICS employment history	Current	7	1	*	#
	Previous	7	0	*	#
	None	33	2	*	#

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

Note: Figures as at 1 February 2016.

Table A.13.2 Recruitment competitions for permanent NICS jobs in OFMDFM with application closing date in 2013: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	77	6	6	0
Gender	Male	31	3	3	0
	Female	46	3	3	0
Community Background	Protestant	25	2	*	#
	Catholic	40	3	*	#
	Not Determined	12	1	*	#
Ethnicity	White	#	6	#	#
	Minority Ethnic Groups	*	0	*	#
Disability	With a declared disability	*	0	*	#
	Without a declared disability	#	6	#	#
Age-group ^[2]	16-24	0	0	0	0
	25-39	43	3	*	#
	40-49	27	3	*	#
	50+	7	1	0	-1
Sexual Orientation	Both sexes	*	0	*	#
	Different Sex	#	6	#	#
	Same sex	*	0	*	#
NICS employment history	Current	20	2	#	#
	Previous	5	0	0	0
	None	52	4	*	#

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

Note: Figures as at 1 February 2016.

Table A.13.3 Recruitment competitions for permanent NICS jobs in OFMDFM with application closing date in 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	19	0	0	0
Gender	Male	16	0	0	0
	Female	3	0	0	0
Community Background	Protestant	6	0	0	0
	Catholic	6	0	0	0
	Not Determined	7	0	0	0
Ethnicity	White	13	0	0	0
	Minority Ethnic Groups	6	0	0	0
Disability	With a declared disability	*	0	0	0
	Without a declared disability	#	0	0	0
Age-group ^[2]	16-24	0	0	0	0
	25-39	*	0	0	0
	40-49	#	0	0	0
	50+	8	0	0	0
Sexual Orientation	Both sexes	*	0	0	0
	Different Sex	#	0	0	0
	Same sex	*	0	0	0
NICS employment history	Current	#	0	0	0
	Previous	*	0	0	0
	None	11	0	0	0

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small to publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

Note: Figures as at 1 February 2016.

Table A.13.4 Recruitment competitions for permanent NICS jobs in OFMDFM with application closing date in 2012 - 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	143	9	9	0
Gender	Male	67	4	3	-1
	Female	76	5	6	1
Community Background	Protestant	45	3	*	#
	Catholic	70	5	*	#
	Not Determined	28	2	*	#
Ethnicity	White	127	8	#	#
	Minority Ethnic Groups	16	1	*	#
Disability	With a declared disability	*	1	*	#
	Without a declared disability	#	8	#	#
Age-group ^[2]	16-24	0	0	0	0
	25-39	60	4	*	#
	40-49	50	4	*	#
	50+	33	2	*	#
Sexual Orientation	Both sexes	*	0	*	#
	Different Sex	#	9	#	#
	Same sex	*	0	*	#
NICS employment history	Current	33	2	#	#
	Previous	14	1	*	#
	None	96	6	*	#

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small to publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

Note: Figures as at 1 February 2016.

Table A.14.1 Recruitment competitions for permanent NICS jobs in PPS with application closing date in 2012: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	206	32	32	0
Gender	Male	81	13	11	-2
	Female	125	19	21	2
Community Background	Protestant	55	8	*	#
	Catholic	137	22	24	2
	Not Determined	14	2	*	#
Ethnicity	White	#	32	#	#
	Minority Ethnic Groups	*	0	*	#
Disability	With a declared disability	*	0	*	#
	Without a declared disability	#	32	#	#
Age-group ^[2]	16-24	5	1	0	-1
	25-39	142	23	27	4
	40-49	40	6	*	#
	50+	19	3	*	#
Sexual Orientation	Both sexes	*	0	*	#
	Different Sex	201	31	#	#
	Same sex	*	1	*	#
NICS employment history	Current	93	15	18	3
	Previous	18	3	6	3
	None	95	14	8	-6

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

Note: Figures as at 1 February 2016.

Table A.14.2 Recruitment competitions for permanent NICS jobs in PPS with application closing date in 2013: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	199	10	10	0
Gender	Male	79	5	6	1
	Female	120	5	4	-1
Community Background	Protestant	62	3	*	#
	Catholic	131	6	#	#
	Not Determined	6	0	0	0
Ethnicity	White	#	10	#	#
	Minority Ethnic Groups	*	0	*	#
Disability	With a declared disability	*	0	*	#
	Without a declared disability	#	10	#	#
Age-group ^[4]	16-24	9	0	*	#
	25-39	135	6	*	#
	40-49	42	3	5	2
	50+	13	1	0	-1
Sexual Orientation	Both sexes	*	0	*	#
	Different Sex	#	10	#	#
	Same sex	*	0	*	#
NICS employment history	Current	56	5	#	#
	Previous	16	1	*	#
	None	127	5	*	#

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

Note: Figures as at 1 February 2016.

Table A.14.3 Recruitment competitions for permanent NICS jobs in PPS with application closing date in 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	143	7	7	0
Gender	Male	95	5	4	-1
	Female	48	2	3	1
Community Background	Protestant	53	3	*	#
	Catholic	71	3	*	#
	Not Determined	19	1	*	#
Ethnicity	White	#	7	#	#
	Minority Ethnic Groups	*	0	*	#
Disability	With a declared disability	*	0	*	#
	Without a declared disability	#	7	#	#
Age-group ^[2]	16-24	*	0	0	0
	25-39	72	4	*	#
	40-49	50	2	*	#
	50+	#	1	*	#
Sexual Orientation	Both sexes	*	0	*	#
	Different Sex	#	7	#	#
	Same sex	*	0	*	#
NICS employment history ^[3]	Current	45	2	#	#
	Previous	25	1	*	#
	None	72	3	*	#

* Number of cases too small to publish.

Number has been suppressed to avoid disclosing another number that is too small to publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications. Age missing for 1 applicant.

^[3] NICS employment history missing for 1 applicant.

Note: Figures as at 1 February 2016.

Table A.14.4 Recruitment competitions for permanent NICS jobs in PPS with application closing date in 2012 - 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	548	49	49	0
Gender	Male	255	23	21	-2
	Female	293	26	28	2
Community Background	Protestant	170	14	#	#
	Catholic	339	31	35	4
	Not Determined	39	3	*	#
Ethnicity	White	543	49	#	#
	Minority Ethnic Groups	5	0	*	#
Disability	With a declared disability	7	1	*	#
	Without a declared disability	541	48	#	#
Age-group ^[2]	16-24	16	1	*	#
	25-39	349	32	34	2
	40-49	132	11	#	#
	50+	50	4	*	#
Sexual Orientation	Both sexes	*	0	*	#
	Different Sex	#	48	#	#
	Same sex	*	1	*	#
NICS employment history ^[3]	Current	194	22	30	8
	Previous	59	5	7	2
	None	294	22	12	-10

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small to publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications. Age missing for 1 applicant.

^[3] NICS employment history missing for 1 applicant.

Note: Figures as at 1 February 2016.

Table A.15.1 Recruitment competitions for permanent NICS jobs in other NICS organisations with application closing date in 2012: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	42	2	2	0
Gender	Male	31	2	2	0
	Female	11	0	0	0
Community Background	Protestant	#	1	*	#
	Catholic	21	1	*	#
	Not Determined	*	0	*	#
Ethnicity	White	#	2	*	#
	Minority Ethnic Groups	*	0	*	#
Disability	With a declared disability	*	0	*	#
	Without a declared disability	#	2	*	#
Age-group ^[2]	16-24	0	0	0	0
	25-39	6	1	*	#
	40-49	24	1	*	#
	50+	12	1	*	#
Sexual Orientation	Both sexes	*	0	*	#
	Different Sex	#	2	*	#
	Same sex	*	0	*	#
NICS employment history ^[3]	Current	#	1	*	#
	Previous	*	0	*	#
	None	24	1	*	#

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

^[3] NICS employment history missing for 1 applicant.

Note: Figures as at 1 February 2016.

Table A.15.2 Recruitment competitions for permanent NICS jobs in other NICS organisations with application closing date in 2013: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	309	11	11	0
Gender	Male	175	6	4	-2
	Female	134	5	7	2
Community Background	Protestant	140	5	6	1
	Catholic	143	5	5	0
	Not Determined	26	1	0	-1
Ethnicity	White	302	11	#	#
	Minority Ethnic Groups	7	0	*	#
Disability	With a declared disability	6	0	*	#
	Without a declared disability	303	11	#	#
Age-group ^[2]	16-24	55	2	*	#
	25-39	205	7	#	#
	40-49	34	1	*	#
	50+	15	0	0	0
Sexual Orientation	Both sexes	*	0	*	#
	Different Sex	#	11	#	#
	Same sex	*	0	*	#
NICS employment history ^[3]	Current	47	2	*	#
	Previous	22	1	0	-1
	None	236	9	#	#

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small to publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

^[3] NICS employment history missing for 4 applicants and 1 appointee.

Note: Figures as at 1 February 2016.

Table A.15.3 Recruitment competitions for permanent NICS jobs in other NICS organisations with application closing date in 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	2	0	0	0
Gender	Male	1	0	0	0
	Female	1	0	0	0
Community Background	Protestant	*	0	0	0
	Catholic	*	0	0	0
	Not Determined	*	0	0	0
Ethnicity	White	*	0	0	0
	Minority Ethnic Groups	*	0	0	0
Disability	With a declared disability	*	0	0	0
	Without a declared disability	*	0	0	0
Age-group ^[2]	16-24	0	0	0	0
	25-39	0	0	0	0
	40-49	*	0	0	0
	50+	*	0	0	0
Sexual Orientation	Both sexes	*	0	0	0
	Different Sex	*	0	0	0
	Same sex	*	0	0	0
NICS employment history	Current	*	0	0	0
	Previous	*	0	0	0
	None	*	0	0	0

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

Note: Figures as at 1 February 2016.

Table A.15.4 Recruitment competitions for permanent NICS jobs in other NICS organisations with application closing date in 2012 - 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	353	13	13	0
Gender	Male	207	8	6	-2
	Female	146	5	7	2
Community Background	Protestant	158	6	6-8	2
	Catholic	165	6	5-7	-1
	Not Determined	30	1	0	-1
Ethnicity	White	345	13	#	#
	Minority Ethnic Groups	8	0	*	#
Disability	With a declared disability	8	0	*	#
	Without a declared disability	345	13	#	#
Age-group ^[2]	16-24	55	2	*	#
	25-39	211	8	7	-1
	40-49	59	2	*	#
	50+	28	1	*	#
Sexual Orientation	Both sexes	*	0	*	#
	Different Sex	#	13	#	#
	Same sex	*	0	*	#
NICS employment history ^[3]	Current	64	2	*	#
	Previous	24	1	*	#
	None	260	10	#	#

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small to publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Based on age at closing date for applications.

^[3] NICS employment history missing for 5 applicants and 1 appointee.

Note: Figures as at 1 February 2016.

Table A.16.1 Recruitment competitions for permanent NICS jobs through corporate competitions with application closing date in 2012: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	4,544	240	240	0
Gender ^[2]	Male	2,489	170	184	14
	Female	2,051	70	56	-14
Community Background	Protestant	1,934	87	74	-13
	Catholic	2,391	136	155	19
	Not Determined	219	17	11	-6
Ethnicity ^[3]	White	4,475	236	#	#
	Minority Ethnic Groups	55	3	*	#
Disability	With a declared disability	157	8	8	0
	Without a declared disability	4,387	232	232	0
Age-group ^[4]	16-24	1,730	83	80	-3
	25-39	2,353	102	110	8
	40-49	318	30	24	-6
	50+	142	24	26	2
Sexual Orientation ^[5]	Both sexes	43	3	*	#
	Different Sex	4,369	229	227	-2
	Same sex	117	5	#	#
NICS employment history ^[6]	Current	128	12	32	20
	Previous	275	50	49	-1
	None	1,002	159	150	-9

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Gender missing for 4 applicants.

^[3] Ethnicity missing for 14 applicants.

^[4] Based on age at closing date for applications. Age missing for 1 applicant.

^[5] Sexual orientation missing for 15 applicants and 5 appointees.

^[6] NICS employment history missing for 3,139 applicants and 9 appointees.

Note: Figures as at 1 February 2016.

Table A.16.2 Recruitment competitions for permanent NICS jobs through corporate competitions with application closing date in 2013: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	23,443	500	500	0
Gender ^[2]	Male	11,128	240	261	21
	Female	12,304	260	239	-21
Community Background	Protestant	10,262	208	243	35
	Catholic	11,763	262	228	-34
	Not Determined	1,418	30	29	-1
Ethnicity ^[3]	White	23,165	494	#	#
	Minority Ethnic Groups	270	6	*	#
Disability	With a declared disability	785	17	10	-7
	Without a declared disability	22,658	483	490	7
Age-group ^[4]	16-24	8,584	180	175	-5
	25-39	11,686	245	283	38
	40-49	2,112	48	31	-17
	50+	1,061	27	11	-16
Sexual Orientation ^[5]	Both sexes	274	6	6	0
	Different Sex	22,491	481	477	-4
	Same sex	677	13	17	4
NICS employment history ^[6]	Current	1,692	39	60	21
	Previous	2,399	60	53	-7
	None	16,368	386	382	-4

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Gender missing for 11 applicants.

^[3] Ethnicity missing for 8 applicants.

^[4] Based on age at closing date for applications.

^[5] Sexual orientation missing for 1 applicant.

^[6] NICS employment history missing for 2,984 applicants and 5 appointees.

Note: Figures as at 1 February 2016.

Table A.16.3 Recruitment competitions for permanent NICS jobs through corporate competitions with application closing date in 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	2,928	25	25	0
Gender ^[2]	Male	1,401	18	12	-6
	Female	1,522	7	13	6
Community Background	Protestant	1,233	10	#	#
	Catholic	1,552	12	13	1
	Not Determined	143	3	*	#
Ethnicity ^[3]	White	2,859	24	#	#
	Minority Ethnic Groups	60	1	*	#
Disability	With a declared disability	123	1	*	#
	Without a declared disability	2,805	24	#	#
Age-group ^[4]	16-24	1,200	24	#	#
	25-39	1,533	1	*	#
	40-49	163	0	0	0
	50+	32	0	0	0
Sexual Orientation	Both sexes	43	0	*	#
	Different Sex	2,786	24	#	#
	Same sex	99	1	*	#
NICS employment history ^[5]	Current	#	0	*	#
	Previous	*	0	*	#
	None	369	25	#	#

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small too publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Gender missing for 5 applicants.

^[3] Ethnicity missing for 9 applicants.

^[4] Based on age at closing date for applications.

^[5] NICS employment history missing for 2,522 applicants.

Note: Figures as at 1 February 2016.

Table A.16.4 Recruitment competitions for permanent NICS jobs through corporate competitions with application closing date in 2012 - 2014: comparison of actual and expected appointees

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	30,915	765	765	0
Gender ^[2]	Male	15,018	427	457	30
	Female	15,877	338	308	-30
Community Background	Protestant	13,429	305	325-328	#
	Catholic	15,706	411	396	-15
	Not Determined	1,780	49	41-44	#
Ethnicity ^[3]	White	30,499	755	758	3
	Minority Ethnic Groups	385	9	7	-2
Disability	With a declared disability	1,065	26	19-22	#
	Without a declared disability	29,850	739	743-746	#
Age-group ^[4]	16-24	11,514	288	280	-8
	25-39	15,572	348	393	45
	40-49	2,593	78	55	-23
	50+	1,235	51	37	-14
Sexual Orientation ^[5]	Both sexes	360	9	9-12	#
	Different Sex	29,646	734	725-729	#
	Same sex	893	19	21-24	#
NICS employment history ^[6]	Current	1,856	51	92	41
	Previous	2,675	110	102	-8
	None	17,739	569	557	-12

Cell entries are represented by a range where necessary to protect personal information.

* Number of cases too small to publish (i.e. below 5).

Number has been suppressed to avoid disclosing another number that is too small to publish.

^[1] Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

^[2] Gender missing for 20 applicants.

^[3] Ethnicity missing for 31 applicants.

^[4] Based on age at closing date for applications. Age missing for 1 applicant.

^[5] Sexual orientation missing for 16 applicants and 5 appointees.

^[6] NICS employment history missing for 8,645 applicants and 14 appointees.

Note: Figures as at 1 February 2016.