

ANALYSIS OF NICS RECRUITMENT COMPETITIONS

1 January 2018– 31 December 2018

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Northern Ireland
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Gníomhaireacht Thuaisceart Éireann
um Staitisticí agus Taighde

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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 2018. 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 2018, 109 NICS recruitment competitions were held¹, attracting 6,282 applications. By 1 February 2019, 286 appointments had been made. The competition which attracted the highest volume of applicants was the Northern Ireland Prison Service competition for Custody Prison Officers and Night Custody Officers (951 applicants). The number of competitions was higher than the 87 held in 2017, and the number of applicants was higher than in that year (6,058).

Permanent NICS jobs

- There were 104 competitions for permanent NICS jobs, which attracted a total of 6,058 applications.
- By 1 February 2019, 258 appointments had been made from these competitions. A higher number of females were appointed than would be expected if male and female applicants were equal in merit. In terms of community background, the number of appointees from a Not Determined community background was lower than expected. The number of appointees with NICS experience was higher than might have been expected. As regards age, there were more appointees than expected in the 25-39 age category. 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 across the equality categories, the profile of candidates invited to interview was broadly in line with what was expected.
- At the interview stage, the analysis shows that fewer candidates aged 50 or over 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, the profile of applicants offered appointment across the equality categories was similar to the expected profile.

Temporary NICS jobs

- There were five recruitment competitions for temporary NICS jobs. These competitions attracted 224 applications.
- By 1 February 2019, 28 appointments had been made from these competitions. The profile of appointees across the equality categories was broadly in line with the expected profile.
- At the interview stage, there were no noteworthy differences between the profile of those who passed the interview and the expected profile.

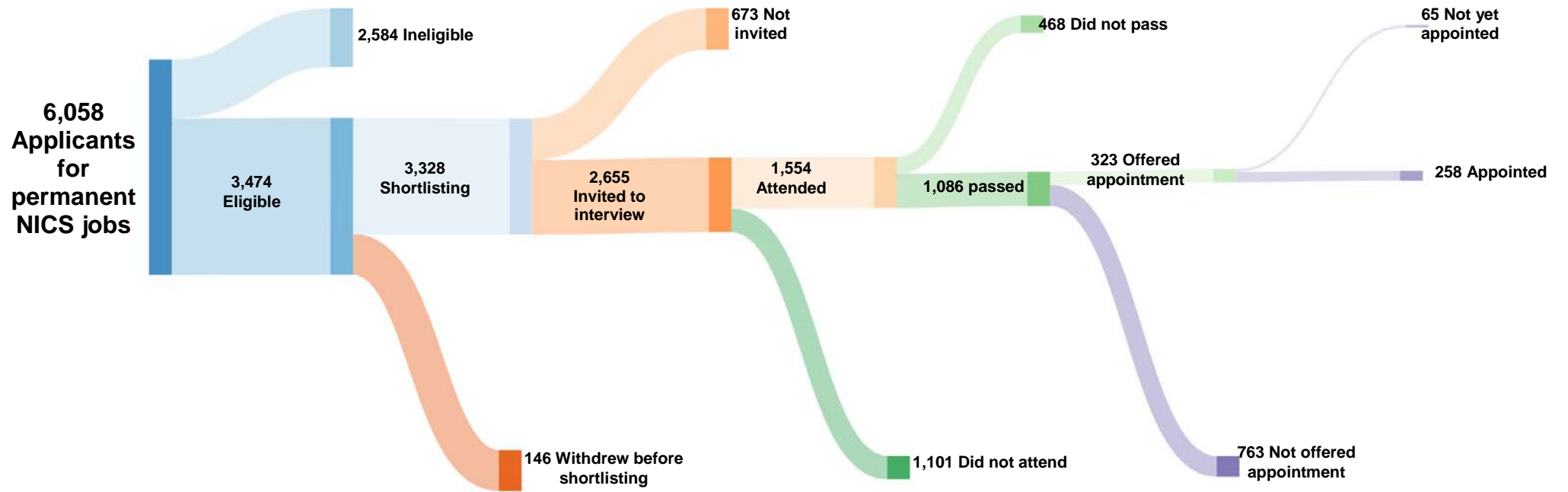
Senior Civil Service jobs

- There were 14 competitions for Senior Civil Service jobs, attracting 262 applications. By 1 February 2019, 16 appointments had been made from these competitions.
- Nine males and seven females were appointed, in line with what would be expected based on the applicant pool.
- In relation to the key interim stages, current NICS employees and candidates in the 40-49 and 50 or over age categories were more likely to be deemed eligible for the competition. The profile of candidates who passed the interview was in line with what would be expected.

¹ Had a closing date for applications between 1 January and 31 December 2018.

Analysis of NICS Recruitment Competitions 1 January 2018 – 31 December 2018

Figure 1: Flowchart of stages of competitions for permanent NICS jobs in 2018²



² As at 1 February 2019.

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. While the assessment of whether or not differences are noteworthy is subjective, for this report a difference is commented on when the absolute difference is 5 or more and differs from the expected number by at least 10%.

Information is presented on those competitions which had a closing date for applications between 1 January 2018 and 31 December 2018.

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2. NICS recruitment competitions which closed for applications during 2018³

2.1 Applications

During 2018, there were 109 NICS recruitment competitions which closed for applications. The total number of applications received was 6,282.

2.1.1 Applications for permanent jobs

Of the 109 recruitment competitions which closed for applications during 2018, 104 were for permanent NICS jobs. These competitions attracted 6,058 applications. A profile of these applicants⁴ is presented in Table 1.

Almost three out of five applicants were male (58.5%), with females representing 41.5% of applicants. In terms of community background, 46.0% of applications were from Protestants, with a smaller proportion from Catholics (40.4%) and 13.6% from applicants whose community background was not determined. The proportion of applications from minority ethnic groups was 2.3% and the proportion of applicants who declared a disability was 4.0%. In terms of age, over half (52.5%) were aged 25-39, with 19.7% aged 16-24 and 18.2% aged 40-49. Fewer than one in ten applicants were aged 50 or over (9.7%). In terms of sexual orientation, 94.5% of applicants stated their orientation was towards someone of a different sex, with 3.4% reporting orientation towards someone of the same sex and 2.1% reporting orientation towards both sexes. For those applicants who provided their NICS employment history, around a quarter (24.2%) reported they were a current NICS employee, 8.7% of applicants reported that they had previously been an NICS employee and 67.1% 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. 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 1 to 951.

2.1.2 Applications for temporary jobs

Of the 109 NICS recruitment competitions analysed in this report, five were for temporary NICS jobs. These competitions attracted 224 applications. A profile of these applicants is presented in Table 2.

³ Competitions for which applications closed between 1 January 2018 and 31 December 2018 are included.

⁴ 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.

Almost three quarters of applications were from males (74.1%) with 25.9% from females. In terms of community background, around half of applications received were from Catholics (51.8%), with 36.2% from Protestants and 12.1% from applicants whose community background was not determined. The proportion of applications from minority ethnic groups was 4.0% and the proportion of applicants who declared a disability was 5.4%. In terms of age, four out of five applicants were aged 16-24 (78.1%). In relation to sexual orientation, 94.2% of applicants stated their orientation was towards someone of a different sex, with 3.6% reporting orientation towards someone of the same sex and 2.2% reporting orientation towards both sexes. A small proportion of applicants reported they were a current NICS employee (2.7%), or had previously been an NICS employee (2.7%) while 94.6% reported no NICS employment history.

2.2 Analysis of appointments from the 2018 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 2018 for permanent NICS jobs

By 1 February 2019, a total of 258 appointments had been made from 59 of the 104 competitions for permanent NICS jobs, while no appointments had yet been made from the remaining 45 competitions. Analysis of appointments from these 59 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.

The analysis in terms of gender shows that more females were appointed than would be expected (109 rather than 95) if male and female applicants were equal in merit. The analysis in terms of community background shows that the number of appointees from a Not Determined community background was lower than expected (23 rather than 29). The profile of appointees in terms of a declared disability was in line with the expected profile. In terms of age there were 12 more appointees than expected in the 25-39 age category, while there were 10 fewer than expected in the 16-24 age category. The number of appointees with NICS experience was higher than might have been expected (73 rather than 52). Disparities in terms of equality categories between the actual and expected numbers of appointees on an individual competition basis are generally small (typically less than 3), so the appointment of one candidate from a different category could change the outcome of the competition. 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 2018 for temporary NICS jobs

By 1 February 2019, a total of 28 appointments had been made from three of the five competitions for temporary NICS jobs, with no appointments from the other two competitions. Analysis in terms of gender, community background, disability and age-group shows the profile of appointees was broadly in line with the expected profile. Details are shown in Table 4. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.

Table 1: Recruitment competitions for permanent NICS jobs with application closing date in 2018: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	6,058	
Gender	Male	3,543	58.5%
	Female	2,515	41.5%
Community Background	Protestant	2,786	46.0%
	Catholic	2,450	40.4%
	Not Determined	822	13.6%
Ethnicity	White	5,920	97.7%
	Minority Ethnic Groups	138	2.3%
Disability	With a declared disability	243	4.0%
	Without a declared disability	5,815	96.0%
Age-group⁵	16-24	1,191	19.7%
	25-39	3,179	52.5%
	40-49	1,102	18.2%
	50+	586	9.7%
Sexual Orientation	Both sexes	127	2.1%
	Different sex	5,726	94.5%
	Same sex	204	3.4%
NICS employment history⁶	Current	1,067	24.2%
	Previous	382	8.7%
	None	2,961	67.1%

⁵ Based on age at closing date for applications.

⁶ NICS employment history missing for 1,648 applicants.

Table 2: Recruitment competitions for temporary NICS jobs with application closing date in 2018: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	224	
Gender	Male	166	74.1%
	Female	58	25.9%
Community Background	Protestant	81	36.2%
	Catholic	116	51.8%
	Not Determined	27	12.1%
Ethnicity	White	215	96.0%
	Minority Ethnic Groups	9	4.0%
Disability	With a declared disability	12	5.4%
	Without a declared disability	212	94.6%
Age-group⁷	16-24	175	78.1%
	25-39	39	17.4%
	40-49	5	2.2%
	50+	5	2.2%
Sexual Orientation	Both sexes	5	2.2%
	Different sex	211	94.2%
	Same sex	8	3.6%
NICS employment history⁸	Current	6	2.7%
	Previous	6	2.7%
	None	209	94.6%

⁷ Based on age at closing date for applications.

⁸ NICS employment history missing for 3 applicants.

Table 3: Recruitment competitions for permanent NICS jobs with application closing date in 2018: comparison of actual and expected appointees⁹

Equality Category	Description	'Expected' Appointees (based on proportionate success of applicants)¹⁰	Actual Appointees¹¹	Difference (Actual minus 'Expected')
Overall	Total	258	258	0
Gender	Male	163	149	-14
	Female	95	109	14
Community Background	Protestant	120	124	4
	Catholic	109	111	2
	Not Determined	29	23	-6
Ethnicity	White	253	#	#
	Minority Ethnic Groups	5	*	#
Disability	With a declared disability	9	8	-1
	Without a declared disability	249	250	1
Age-group¹²	16-24	53	43	-10
	25-39	129	141	12
	40-49	47	46	-1
	50+	29	28	-1
Sexual Orientation¹³	Both sexes/ same sex	12	8	-4
	Different sex	246	250	4
NICS employment history¹⁴	Current	52	73	21
	Previous	16	18	2
	None	150	129	-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).

⁹ As of 1 February 2019. 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 the 'both sexes' category.

¹⁴ NICS employment history missing for 38 appointees.

Table 4: Recruitment competitions for temporary NICS jobs with application closing date in 2018: comparison of actual and expected appointees¹⁵

Equality Category	Description	'Expected' Appointees (based on proportionate success of applicants)¹⁶	Actual Appointees¹⁷	Difference (Actual minus 'Expected')
Overall	Total	28	28	0
Gender	Male	20	18	-2
	Female	8	10	2
Community Background¹⁸	Protestant/Not Determined	13	10	-3
	Catholic	15	18	3
Ethnicity	White	27	#	#
	Minority Ethnic Groups	1	*	#
Disability	With a declared disability	2	0	-2
	Without a declared disability	26	28	2
Age-group¹⁹	16-24	20	21	1
	25-39	6	5	-1
	40+	2	2	0
Sexual Orientation	Both sexes	1	*	#
	Different sex	26	#	#
	Same sex	1	*	#
NICS employment history	Current	1	4	3
	Previous	1	1	0
	None	26	23	-3

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 2019. 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 The 'Protestant' and 'Not Determined' categories were combined due to small numbers (<5) of appointees in the 'Not Determined' category.

¹⁹ Based on age at closing date for applications.

2.3 Analysis of interim stages of the 2018 recruitment competitions for permanent NICS jobs

2.3.1 Eligible applicants

Overall, 3,474 of the 6,058 applicants (57.3%) 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 relatively small differences between the actual and expected numbers of eligible applicants. Candidates from a minority ethnic background were less likely to be eligible.

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, or even a combination of these. Of the 3,474 eligible applicants, a total of 146 (4.2%) 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 female candidates and Catholic candidates were less likely to withdraw from the competition prior to shortlisting. Current NICS employees were also less likely to withdraw. Across the other categories the differences were quite small.

2.3.3 Applicants invited to interview

Following shortlisting, 2,655 (or 79.8%) of the remaining 3,328 candidates were invited to interview.

The analysis presented in Table 7 shows that the profiles of applicants invited to interview in terms of gender, community background, ethnicity, disability, age-group, sexual orientation and NICS employment history were broadly in line with what would be expected if the groups within each equality category were equal in terms of merit.

Table 5: Recruitment competitions for permanent NICS jobs with application closing date in 2018: comparison of actual and expected eligible applicants²⁰

Equality Category	Description	'Expected' Eligible Applicants (based on proportionate success)²¹	Actual Eligible Applicants	Difference (Actual minus 'Expected')
Overall	Total	3,474	3,474	0
Gender	Male	2,013	1,968	-45
	Female	1,461	1,506	45
Community Background	Protestant	1,534	1,548	14
	Catholic	1,479	1,495	16
	Not Determined	461	431	-30
Ethnicity	White	3,395	3,418	23
	Minority Ethnic Groups	79	56	-23
Disability	With a declared disability	144	137	-7
	Without a declared disability	3,330	3,337	7
Age-group²²	16-24	689	668	-21
	25-39	1,854	1,858	4
	40-49	607	619	12
	50+	323	329	6
Sexual Orientation	Both sexes	78	73	-5
	Different sex	3,280	3,283	3
	Same sex	116	118	2
NICS employment history²³	Current	703	764	61
	Previous	245	268	23
	None	1,838	1,761	-77

²⁰ As of 1 February 2019. Based on proportionate success rates for each group of applicants.

²¹ 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.

²² Based on age at closing date for applications.

²³ NICS employment history missing for 681 eligible applicants.

Table 6: Recruitment competitions for NICS permanent jobs with application closing date in 2018: comparison of actual and expected applicants who withdrew prior to shortlisting²⁴

Equality Category	Description	'Expected' Applicants withdrawn prior to shortlisting (based on proportionate withdrawal)²⁵	Actual Applicants withdrawn prior to shortlisting	Difference (Actual minus 'Expected')
Overall	Total	146	146	0
Gender	Male	65	80	15
	Female	81	66	-15
Community Background	Protestant	57	64	7
	Catholic	73	62	-11
	Not Determined	17	20	3
Ethnicity	White	142	136	-6
	Minority Ethnic Groups	4	10	6
Disability	With a declared disability	8	6	-2
	Without a declared disability	138	140	2
Age-group²⁶	16-24	44	50	6
	25-39	81	76	-5
	40-49	17	15	-2
	50+	4	5	1
Sexual Orientation	Both sexes	5	*	#
	Different sex	135	139	4
	Same sex	6	*	#
NICS employment history²⁷	Current	42	31	-11
	Previous	11	13	2
	None	93	100	7

²⁴ As of 1 February 2019. Based on proportionate withdrawal rates for each group of eligible applicants.

²⁵ 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.

²⁶ Based on age at closing date for applications.

²⁷ NICS employment history missing for 2 applicants who withdrew prior to shortlisting.

Table 7: Recruitment competitions for NICS permanent jobs with application closing date in 2018: comparison of actual and expected applicants invited to interview²⁸

Equality Category	Description	'Expected' Applicants invited to interview (based on proportionate success)²⁹	Actual Applicants invited to interview	Difference (Actual minus 'Expected')
Overall	Total	2,655	2,655	0
Gender	Male	1,541	1,544	3
	Female	1,114	1,111	-3
Community Background	Protestant	1,229	1,239	10
	Catholic	1,088	1,081	-7
	Not Determined	338	335	-3
Ethnicity	White	2,617	2,617	0
	Minority Ethnic Groups	38	38	0
Disability	With a declared disability	97	90	-7
	Without a declared disability	2,558	2,565	7
Age-group³⁰	16-24	482	492	10
	25-39	1,425	1,422	-3
	40-49	481	472	-9
	50+	267	269	2
Sexual Orientation	Both sexes	54	56	2
	Different sex	2,511	2,508	-3
	Same sex	90	91	1
NICS employment history³¹	Current	509	514	5
	Previous	205	206	1
	None	1,268	1,265	-3

²⁸ As of 1 February 2019. Based on proportionate success rates for each group of applicants available for shortlisting.

²⁹ 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.

³⁰ Based on age at closing date for applications.

³¹ NICS employment history missing for 670 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 2,665 candidates invited to interview, 1,554 (or 58.3%) had attended interview by 1 February 2019.

Generally only small differences between the actual and expected numbers of applicants in the various equality categories attending interview were observed.

2.3.5 Applicants who passed interview

A total of 1,086 candidates out of the 1,554 who attended interview (69.9%) 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 fewer candidates than expected aged 50 or over passed the interview. Across the other categories the profile of applicants who passed interview was broadly in line with the expected profile.

2.3.6 Applicants offered appointment

By 1 February 2019, a total of 323 out of the 1,086 applicants who passed the interview (29.7%) 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 the profile of applicants offered appointment across all equality categories was broadly similar to the expected profile.

2.3.7 Appointed candidates.

Of the 323 applicants offered appointment, 258 (or 79.9%) had started in post by 1 February 2019. 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 2018: comparison of actual and expected applicants who attended interview³²

Equality Category	Description	'Expected' Applicants who attended interview (based on proportionate attendance)³³	Actual Applicants who attended interview	Difference (Actual minus 'Expected')
Overall	Total	1,554	1,554	0
Gender	Male	907	906	-1
	Female	647	648	1
Community Background	Protestant	688	703	15
	Catholic	680	670	-10
	Not Determined	185	181	-4
Ethnicity	White	1,534	1,535	1
	Minority Ethnic Groups	20	19	-1
Disability	With a declared disability	52	48	-4
	Without a declared disability	1,502	1,506	4
Age-group³⁴	16-24	236	237	1
	25-39	843	840	-3
	40-49	298	292	-6
	50+	177	185	8
Sexual Orientation	Both sexes	30	30	0
	Different sex	1,480	1,485	5
	Same Sex	44	39	-5
NICS employment history³⁵	Current	341	357	16
	Previous	148	154	6
	None	840	818	-22

³²As of 1 February 2019. Based on proportionate attendance rates for each group of applicants invited to interview.

³³Totals 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.

³⁴Based on age at closing date for applications.

³⁵NICS employment history missing for 225 applicants who attended interview.

Table 9: Recruitment competitions for permanent NICS jobs with application closing date in 2018: comparison of actual and expected applicants who passed interview³⁶

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success)³⁷	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	1,086	1,086	0
Gender	Male	640	624	-16
	Female	446	462	16
Community Background	Protestant	492	488	-4
	Catholic	466	471	5
	Not Determined	128	127	-1
Ethnicity	White	1,073	1,075	2
	Minority Ethnic Groups	13	11	-2
Disability	With a declared disability	35	34	-1
	Without a declared disability	1,051	1,052	1
Age-group³⁸	16-24	165	159	-6
	25-39	583	610	27
	40-49	198	194	-4
	50+	140	123	-17
Sexual Orientation	Both sexes	22	23	1
	Different sex	1,037	1,038	1
	Same Sex	27	25	-2
NICS employment history³⁹	Current	243	261	18
	Previous	107	98	-9
	None	573	561	-12

³⁶ As of 1 February 2019. Based on proportionate success rates for each group of applicants who attended interview.

³⁷ 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.

³⁸ Based on age at closing date for applications.

³⁹ NICS employment history missing for 166 applicants who passed the interview.

Table 10: Recruitment competitions for permanent NICS jobs with application closing date in 2018: comparison of actual and expected applicants offered appointment⁴⁰

Equality Category	Description	'Expected' Applicants offered appointment (based on proportionate success)⁴¹	Actual Applicants offered appointment	Difference (Actual minus 'Expected')
Overall	Total	323	323	0
Gender	Male	186	180	-6
	Female	137	143	6
Community Background	Protestant	144	153	9
	Catholic	147	144	-3
	Not Determined	32	26	-6
Ethnicity	White	321	#	#
	Minority Ethnic Groups	2	*	#
Disability	With a declared disability	8	10	2
	Without a declared disability	315	313	-2
Age-group⁴²	16-24	48	47	-1
	25-39	183	185	2
	40-49	56	56	0
	50+	36	35	-1
Sexual Orientation	Both sexes	7	5	-2
	Different sex	310	312	2
	Same sex	7	6	-1
NICS employment history⁴³	Current	81	81	0
	Previous	24	26	2
	None	179	176	-3

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).

⁴⁰ As of 1 February 2019. Based on proportionate success rates for each group of applicants who passed the interview.

⁴¹ 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.

⁴² Based on age at closing date for applications.

⁴³ NICS employment history information missing for 40 applicants offered appointment.

Table 11: Recruitment competitions for permanent NICS jobs with application closing date in 2018: comparison of actual and expected appointees⁴⁴

Equality Category	Description	'Expected' Appointees (based on proportionate success) ⁴⁵	Actual Appointees ⁴⁶	Difference (Actual minus 'Expected')
Overall	Total	258	258	0
Gender	Male	149	149	0
	Female	109	109	0
Community Background	Protestant	127	124	-3
	Catholic	108	111	3
	Not Determined	23	23	0
Ethnicity	White	257	#	#
	Minority Ethnic Groups	1	*	#
Disability	With a declared disability	7	8	1
	Without a declared disability	251	250	-1
Age-group⁴⁷	16-24	44	43	-1
	25-39	138	141	3
	40-49	46	46	0
	50+	29	28	-1
Sexual Orientation⁴⁸	Both sexes/ same sex	9	8	-1
	Different sex	249	250	1
NICS employment history⁴⁹	Current	69	73	4
	Previous	18	18	0
	None	132	129	-3

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).

⁴⁴ As of 1 February 2019. Based on proportionate success rates for each group of applicants offered appointment.

⁴⁵ 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.

⁴⁶ Further appointments may be made from these competitions, which may change the profile.

⁴⁷ Based on age at closing date for applications.

⁴⁸ The 'both sexes' and 'same sex' categories were combined due to small numbers of appointees (<5) in the 'both sexes' category.

⁴⁹ NICS employment history missing for 38 appointees.

2.4 Analysis of interim stages of the 2018 recruitment competitions for temporary NICS jobs

2.4.1 Eligible applicants

Overall, 192 of the 224 applicants (85.7%) 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 within each equality category had been equal in merit. The analysis shows that overall the profile of applicants who were deemed eligible was broadly similar to what was expected.

2.4.2 Applicants who withdrew prior to shortlisting

No applicants withdrew prior to shortlisting.

2.4.3 Applicants invited to interview

All eligible applicants were invited to interview.

2.4.4 Applicants who attended interview

A total of 120 of the 192 applicants (or 62.5%) invited to interview actually attended. In Table 13, the profile of the 120 candidates who attended interview is compared with the expected profile, based on those candidates who were invited to interview.

The analysis shows that no noteworthy differences were observed.

Table 12: Recruitment competitions for temporary NICS jobs with application closing date in 2018: comparison of actual and expected eligible applicants⁵⁰

Equality Category	Description	'Expected' Eligible Applicants (based on proportionate success)⁵¹	Actual Eligible Applicants	Difference (Actual minus 'Expected')
Overall	Total	192	192	0
Gender	Male	142	139	-3
	Female	50	53	3
Community Background	Protestant	71	73	2
	Catholic	99	100	1
	Not Determined	21	19	-2
Ethnicity	White	185	185	0
	Minority Ethnic Groups	7	7	0
Disability	With a declared disability	11	9	-2
	Without a declared disability	181	183	2
Age-group⁵²	16-24	153	156	3
	25-39	32	29	-3
	40-49	4	5	1
	50+	3	2	-1
Sexual Orientation	Both sexes	4	5	1
	Different sex	181	179	-2
	Same sex	7	8	1
NICS employment history⁵³	Current	5	5	0
	Previous	5	5	0
	None	180	179	-1

⁵⁰ As of 1 February 2019. Based on proportionate success rates for each group of applicants.

⁵¹ 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.

⁵² Based on age at closing date for applications.

⁵³ NICS employment history missing for 3 eligible applicants.

Table 13: Recruitment competitions for temporary NICS jobs with application closing date in 2018: comparison of actual and expected applicants who attended interview⁵⁴

Equality Category	Description	'Expected' Applicants who attended interview (based on proportionate attendance) ⁵⁵	Actual Applicants who attended interview	Difference (Actual minus 'Expected')
Overall	Total	120	120	0
Gender	Male	86	86	0
	Female	34	34	0
Community Background	Protestant	45	43	-2
	Catholic	64	69	5
	Not Determined	11	8	-3
Ethnicity	White	116	#	#
	Minority Ethnic Groups	4	*	#
Disability	With a declared disability	6	6	0
	Without a declared disability	114	114	0
Age-group⁵⁶	16-24	94	96	2
	25-39	21	18	-3
	40-49	4	5	1
	50+	1	1	0
Sexual Orientation⁵⁷	Both sexes/ same sex	9	11	2
	Different sex	111	109	-2
NICS employment history⁵⁸	Current	4	5	1
	Previous	4	2	-2
	None	111	112	1

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).

⁵⁴ As of 1 February 2019. Based on proportionate attendance rates for each group of applicants invited to interview.

⁵⁵ 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.

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.

⁵⁸ NICS employment history missing for 1 applicant who attended interview.

2.4.5 Applicants who passed interview

Of the 120 candidates who attended interview, 84 candidates (70.0%) 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 the profile of those who passed the interview was broadly in line with the expected profile based on those attending interview.

2.4.6 Applicants offered appointment

By 1 February 2019, a total of 32 out of the 84 applicants who passed the interview had been offered a job (38.1%). 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.

A few more Catholics than might be expected were offered appointment. In the other equality categories there were no noteworthy differences between the actual and expected profiles of applicants offered appointment.

2.4.7 Appointed candidates.

By 1 February 2019, 28 of the 32 applicants offered appointment had been appointed.

Table 14: Recruitment competitions for temporary NICS jobs with application closing date in 2018: comparison of actual and expected applicants who passed interview⁵⁹

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success)⁶⁰	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	84	84	0
Gender	Male	61	61	0
	Female	23	23	0
Community Background	Protestant	31	34	3
	Catholic	48	44	-4
	Not Determined	6	6	0
Ethnicity	White	83	#	#
	Minority Ethnic Groups	1	*	#
Disability	With a declared disability	4	*	#
	Without a declared disability	80	#	#
Age-group⁶¹	16-24	69	70	1
	25-39	11	10	-1
	40-49	3	4	1
	50+	1	0	-1
Sexual Orientation⁶²	Both sexes/same sex	8	7	-1
	Different sex	76	77	1
NICS employment history	Current	3	5	2
	Previous	1	2	1
	None	79	77	-2

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).

⁵⁹ As of 1 February 2019. Based on proportionate success rates for each group of applicants who attended interview.

⁶⁰ 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.

⁶¹ Based on age at closing date for applications.

⁶² The 'both sexes' and 'same sex' categories were combined due to small numbers of applicants who passed the interview (<5) in the 'both sexes' category.

Table 15: Recruitment competitions for temporary NICS jobs with application closing date in 2018: comparison of actual and expected applicants offered appointment⁶³

Equality Category	Description	'Expected' Applicants offered appointment (based on proportionate success) ⁶⁴	Actual Applicants offered appointment	Difference (Actual minus 'Expected')
Overall	Total	32	32	0
Gender	Male	22	21	-1
	Female	10	11	1
Community Background⁶⁵	Protestant/Not Determined	13	10	-3
	Catholic	19	22	3
Ethnicity	White	31	#	#
	Minority Ethnic Groups	1	*	#
Disability	With a declared disability	1	0	-1
	Without a declared disability	31	32	1
Age-group⁶⁶	16-24	21	21	0
	25-39	8	8	0
	40-49	3	3	0
	50+	0	0	0
Sexual Orientation	Both sexes	1	*	#
	Different sex	29	#	#
	Same sex	2	*	#
NICS employment history	Current	5	5	0
	Previous	2	1	-1
	None	26	26	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).

⁶³ As of 1 February 2019. Based on proportionate success rates for each group of applicants who passed the interview.

⁶⁴ 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.

⁶⁵ The 'Protestant' and 'Not Determined' categories were combined due to small numbers (<5) of appointees in the 'Not Determined' category.

⁶⁶ Based on age at closing date for applications.

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3. NICS Senior Civil Service recruitment competitions which closed for applications during 2018⁶⁷

3.1 Applications

A total of 14 Senior Civil Service competitions with a closing date for applications in 2018 were held. The total number of applications received was 262. A profile of the applicants is presented in Table 16.

Over half of applications were from males (55.3%), with 44.7% of applications from females. In terms of community background, around half of applications were from Catholics (50.8%), with 40.1% from Protestants and 9.2% from candidates whose community background was not determined. The proportion of candidates with a disability was 4.2%. In terms of age, two out of five applicants were aged 40-49 (41.6%) with a third (35.9%) aged 50 or over and 22.5% aged under 40. The proportion of applicants who reported their sexual orientation as towards someone of a different sex was 93.9%. Over half of candidates (52.7%) reported that they were a current NICS employee, with a smaller proportion (37.1%) 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 2019, a total of 16 candidates had been appointed from ten competitions, while no appointments had yet been made from the other four competitions. Given the small number of appointments, no analysis is presented. Nine males and seven females were appointed, which was 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.

⁶⁷ Competitions for which applications closed between 1 January 2018 and 31 December 2018 are included.

Table 16: Recruitment competitions for permanent NICS Senior Civil Service jobs with application closing date in 2018: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	262	
Gender	Male	145	55.3%
	Female	117	44.7%
Community Background	Protestant	105	40.1%
	Catholic	133	50.8%
	Not Determined	24	9.2%
Ethnicity	White	#	#
	Minority Ethnic Groups	*	#
Disability	With a declared disability	11	4.2%
	Without a declared disability	251	95.8%
Age-group⁶⁸	16-24	1	0.4%
	25-39	58	22.1%
	40-49	109	41.6%
	50+	94	35.9%
Sexual Orientation⁶⁹	Both sexes/same sex	16	6.1%
	Different sex	246	93.9%
NICS employment history⁷⁰	Current	135	52.7%
	Previous	26	10.2%
	None	95	37.1%

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).

⁶⁸ Based on age at closing date for applications.

⁶⁹ The 'both sexes' and 'same sex' categories were combined due to small numbers in the 'both sexes' category.

⁷⁰ NICS employment history missing for 6 applicants.

3.3 Analysis of key interim stages of the 2018 recruitment competitions for NICS Senior Civil Service jobs

3.3.1 Eligible applicants

Overall, 141 of the 262 applicants (53.8%) 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 more likely to meet the eligibility criteria. Candidates in the 40-49 and 50 or over age-groups were also more likely to be eligible than younger candidates.

3.3.2 Applicants who passed interview

A total of 45 candidates out of the 72 who attended interview (62.5%) 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 very similar to 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 2018: comparison of actual and expected eligible applicants⁷¹

Equality Category	Description	'Expected' Eligible Applicants (based on proportionate success)⁷²	Actual Eligible Applicants	Difference (Actual minus 'Expected')
Overall	Total	141	141	0
Gender	Male	74	77	3
	Female	67	64	-3
Community Background	Protestant	54	60	6
	Catholic	73	69	-4
	Not Determined	15	12	-3
Ethnicity	White	139	#	#
	Minority Ethnic Groups	3	*	#
Disability	With a declared disability	6	9	3
	Without a declared disability	135	132	-3
Age-group⁷³	16-24	1	0	-1
	25-39	35	22	-13
	40-49	59	71	12
	50+	46	48	2
Sexual Orientation⁷⁴	Both sexes/ same sex	8	10	2
	Different sex	133	131	-2
NICS employment history⁷⁵	Current	70	92	22
	Previous	14	9	-5
	None	54	37	-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).

⁷¹ As of 1 February 2019. Based on proportionate success rates for each group of applicants.

⁷² 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.

⁷³ Based on age at closing date for applications.

⁷⁴ The 'both sexes' and 'same sex' categories were combined due to small numbers of eligible applicants (<5) in the 'both sexes' category.

⁷⁵ NICS employment history missing for 3 eligible applicants.

Table 18: Recruitment competitions for NICS Senior Civil Service jobs with application closing date in 2018: comparison of actual and expected applicants who passed interview⁷⁶

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success) ⁷⁷	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	45	45	0
Gender	Male	25	26	1
	Female	20	19	-1
Community Background	Protestant	19	19	0
	Catholic	23	24	1
	Not Determined	3	2	-1
Ethnicity	White	45	45	0
	Minority Ethnic Groups	0	0	0
Disability	With a declared disability	3	*	#
	Without a declared disability	42	#	#
Age-group⁷⁸	16-24	0	0	0
	25-39	5	5	0
	40-49	23	22	-1
	50+	17	18	1
Sexual Orientation	Both sexes	0	*	#
	Different sex	43	#	#
	Same sex	2	*	#
NICS employment history	Current	34	37	3
	Previous	3	2	-1
	None	7	6	-1

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).

⁷⁶ As of 1 February 2019. Based on proportionate success rates for each group of applicants who attended interview.

⁷⁷ 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.

⁷⁸ Based on age at closing date for applications.

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4. Further Information

4.1 Background Quality Report

Introduction – *Context for the quality report*

This bulletin is the latest in an annual series which began in 2009. It was designed to provide easy access to summary information on recruitment to the Northern Ireland Civil Service during a particular year. NICS recruitment figures are compiled from HRConnect, the human resources service for the NICS, but appointments to the Northern Ireland Prison Service are verified using Compass, the NIPS system. Databases are compiled and analysis produced, with publication of figures relating to the stage reached in competitions with a closing date for applications during a calendar year by 1 February of the following year. The report is published in March on a pre-announced date. A set of open source downloadable tables are produced at the same time. Further details are available in the Quality Assurance of Administrative Data (QAAD) report published at www.nisra.gov.uk/publications/hrqs-qualityassurance-administrative-data-report-march-2018.

Relevance - *The degree to which the statistical product meets user needs in both coverage and content.*

The initial consultation with key stakeholders indicated that both the coverage and content are appropriate to the needs of users. The February 2018 user survey indicated that the report is used for policy making and monitoring, performance monitoring and to aid decisions on resource allocation.

Accuracy and Reliability - *The proximity between an estimate and the unknown true value*

Coverage of applicants is believed to be 100%. While care is taken to ensure the competition list is accurate, it is possible that competitions could be included when they should be omitted or vice versa. However this process is managed by the statisticians within HRCS and it is felt that the risk of this happening is relatively low. While the vast majority of entries are complete, there can be missing values, particularly when a paper application is made. These are all footnoted in the report and no assumptions are made once all avenues for completion have been exhausted. Another potential source of bias is the requirement to publish while competitions are ongoing. This means that the stage reached by 1st February may not be the final stage reached in the competition. To mitigate against this aspect, updated appointment figures for the three previous years are provided in the appendix. However, information on key interim stages may be missing from the publications. This information however would form part of the reports on individual competitions provided to NICS HR. A further potential source of bias is that in providing an overall summary of competitions, the overall picture may be influenced by one large competition. Similarly differences between actual and expected outcomes may cancel each other out – e.g. one competition with more

males than expected appointed cancelled out in the tables by another with more females than expected appointed.

Timeliness and Punctuality - *Timeliness refers to the time gap between publication and the reference period. Punctuality refers to the gap between planned and actual publication dates.*

The publication relates to the stage reached in the competition by 1st February, and the report is published around 7 weeks after this date. The extraction of the database on 1st February ensures the data on applicants for the previous calendar year are as complete and accurate as possible, as it allows time for applications to be updated on HRConnect. Information on the outcomes of the various stages of the recruitment competitions is updated on a daily basis by HRConnect staff, so the information on stage reached should be up-to-date as possible. The publication date allows time for all the analysis and quality assurance to be undertaken. The latest survey of users in February 2018 indicated that 86% of users were satisfied with the timeliness of the report.

Accessibility and Clarity - *Accessibility is the ease with which users are able to access the data, also reflecting the format in which the data are available and the availability of supporting information. Clarity refers to the quality and sufficiency of the metadata, illustrations and accompanying advice.*

The bulletin, together with open source data files, is published on the NISRA website. All respondents to the February 2018 user survey were satisfied with the content and presentation of data, with large proportions satisfied with the ease of finding the relevant statistics on the NISRA website (93%) and the format of reports (86%).

Coherence and Comparability - *Coherence is the degree to which data that are derived from different sources or methods, but refer to the same topic, are similar. Comparability is the degree to which data can be compared over time and domain.*

Information on applicants and appointees from recruitment competitions is provided in the annual NISRA 'Equality Statistics for the NICS' report – it uses the same basis for applicants as this report. However as it is published later in the year, additional appointments may have been made and so are included. As the NICS holds different recruitment competitions each year, year-on-year comparisons in terms of equality are not appropriate because different competitions attract different profiles of candidates.

Trade-offs between Output Quality Components - *Trade-offs are the extent to which different aspects of quality are balanced against each other.*

There is a trade-off between the timeliness of the report and its accuracy and reliability, with timeliness deemed more important to users.

Assessment of User Needs and Perceptions - *The processes for finding out about users and uses, and their views on the statistical products.*

Staff involved in the production of the bulletin are in regular telephone and email contact with the key users of their statistics throughout the year, typically with specialist staff within NICS HR who have responsibility for the relevant work area and with staff in the Office of the Civil Service Commissioners. In addition to these meetings, HRCS staff would also have regular telephone and email contact with key users. The most recent user survey was conducted in February 2018. The main reasons for using the publication were for policy making and monitoring, performance monitoring and to aid decisions on resource allocation. Overall satisfaction with the report was 100%, with all respondents saying that the statistics they used fully or mostly met their needs. One comment suggested that the lack of comment on significance of results from small samples may lead to unwarranted conclusions being drawn. To address this aspect, the commentary only draws attention to aspects which are worthy of mention, when the under-representation is 5 people or more and the size of the under-representation is 10% lower than would be expected.

Performance, Cost and Respondent Burden - *The effectiveness, efficiency and economy of the statistical output.*

The operational cost (staff time) of producing each issue of the bulletin is approximately £6,000. There is no respondent burden, since the data are held on an administrative system.

Confidentiality, Transparency and Security - The procedures and policy used to ensure sound confidentiality, security and transparent practices.

Data are held on a network that is only accessible to the few statisticians who need access. Suppression would be applied where the number of cases in a cell containing personal information is disclosive; this is described in table footnotes. If appropriate, cells are merged. More detailed information on the processes used to produce the database and output are outlined in the QAAD.

4.2 Next Publication:

March 2020

4.3 Further Information

All media enquiries should be directed to DoF Communications Office:
028 9081 6724 or 028 9081 6895.

Further statistical information can be obtained from:

Nigel Wilson,
NISRA Human Resource Consultancy Services,
Colby House,
Stranmillis Court,
Belfast,
BT9 5RR

Telephone: 028 9038 8438
E-mail: nigel.wilson@nisra.gov.uk

ANNEX A – Departmental information and updated appointee profiles for competitions held during 2015, 2016 and 2017

A.1 Departmental Information

Notes on tables

The following tables provide an update on the number and profile of appointees from NICS competitions with a closing date for applications during 2015, 2016 and 2017, as well as high-level departmental information for these years, and for 2018. The figures are as at 1 February 2019 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 eligible applicants were equal in merit.

Figures relating to eligible applicants may differ from previously published figures as the eligibility sift may not have taken place by the time of publication.

In addition, departmental applicant and appointee figures 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 two departments will be included in the applicant (and if appropriate appointee) figures for each of these two departments.

Some competitions are resources for all departments and so are counted as corporate competitions in this report.

For competitions with a closing date in 2016, reporting is done in terms of the departments which came into being on 9 May 2016, since posts were advertised either by the new department or relate to a function which transferred directly to a new department.

Number of competitions, applications and appointments by Department - 2018

2018			
	Number of competitions included in the analysis	Eligible Applicants	Appointments by 1 February 2019
NICS	109	3666	286
DAERA	24	738	57
DfC	9	109	4
DfE	4	78	3
DE	2	22	0
DoF	16	498	50
DoH	7	55	6
DfI	8	416	53
DoJ	19	1066	42
TEO	2	12	0
PPS	5	195	9
Other NICS organisations	5	73	3
Corporate competitions	8	404	59

Number of competitions, applications and appointments by Department - 2017

2017			
	Number of competitions included in the analysis⁷⁹	Eligible Applicants	Appointments by 1 February 2019
NICS	88	4236	556
DAERA	13	215	29
DfC	4	283	14
DfE	2	46	13
DE	0	0	0
DoF	26	755	123
DoH	6	57	5
DfI	13	350	63
DoJ	10	2116	237
TEO	1	2	0
PPS	2	151	24
Other NICS organisations	3	68	5
Corporate competitions	9	446	83

⁷⁹ One competition is included in both the DoF and DoJ figures, as both departments recruited from the same competition.

Number of competitions, applications and appointments by Department - 2016

2016			
	Number of competitions included in the analysis	Eligible Applicants	Appointments by 1 February 2019
NICS	51	3277	434
DAERA	9	58	11
DfC	2	1190	175
DfE	1	6	2
DE	4	31	6
DoF	12	416	74
DoH	3	30	2
DfI	5	596	46
DoJ	5	350	18
TEO	2	227	4
Other NICS organisations	3	12	2
Corporate competitions	5	361	94

Number of competitions, applications and appointments by Department - 2015

2015			
	Number of competitions included in the analysis	Eligible Applicants	Appointments by 1 February 2019
NICS	21	4135	274
DARD	1	12	1
DCAL	4	44	5
DE	0	0	0
DEL	0	0	0
DETI	0	0	0
DFP	4	24	4
DHSSPS	2	9	1
DOE	1	2	1
DOJ	3	3649	225
DRD	1	2	1
DSD	0	0	0
OFMDFM	1	1	1
PPS	2	69	2
Other NICS organisations	0	0	0
Corporate competitions	2	316	33

Table A.1: Recruitment competitions for NICS jobs with application closing date in 2017: eligible applicants and comparison of actual and expected appointees⁸⁰

Equality Category	Description	Eligible Applicants	'Expected' Appointees (based on proportionate success of eligible applicants) ⁸¹	Actual Appointees ⁸²	Difference (Actual minus 'Expected')
Overall	Total	4,236	556	556	0
Gender	Male	2,479	326	321	-5
	Female	1,757	230	235	5
Community Background	Protestant	2,057	262	279	17
	Catholic	1,688	235	218	-17
	Not Determined	491	59	59	0
Ethnicity ⁸³	White	4,163	546	548	2
	Minority Ethnic Groups	72	10	7	-3
Disability	With a declared disability	112	16	16	0
	Without a declared disability	4,124	540	540	0
Age-group ⁸⁴	16-24	1,001	106	105	-1
	25-39	2,267	299	313	14
	40-49	699	103	89	-14
	50+	269	48	49	1
Sexual Orientation ⁸⁵	Both sexes	78	10	10	0
	Different sex	4,030	533	533	0
	Same sex	127	13	12	-1
NICS employment history ⁸⁶	Current	583	100	124	24
	Previous	259	39	40	1
	None	1,792	258	235	-23

⁸⁰ As of 1 February 2019. Based on proportionate success rates for each group of eligible applicants.

⁸¹ 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.

⁸² Further appointments may be made from these competitions, which may change the profile.

⁸³ Ethnicity information missing for 1 eligible applicant and 1 appointee.

⁸⁴ Based on age at closing date for applications.

⁸⁵ Sexual Orientation information missing for 1 eligible applicant and 1 appointee.

⁸⁶ NICS employment history missing for 1,602 eligible applicants and 157 appointees.

Table A.2: Recruitment competitions for NICS jobs with application closing date in 2016: eligible applicants and comparison of actual and expected appointees⁸⁷

Equality Category	Description	Eligible Applicants	'Expected' Appointees (based on proportionate success of eligible applicants) ⁸⁸	Actual Appointees ⁸⁹	Difference (Actual minus 'Expected')
Overall	Total	3,277	434	434	0
Gender	Male	1,875	253	240	-13
	Female	1,402	181	194	13
Community Background	Protestant	1,452	194	217	23
	Catholic	1,520	203	188	-15
	Not Determined	305	38	29	-9
Ethnicity	White	3,237	430	#	#
	Minority Ethnic Groups	40	4	*	#
Disability	With a declared disability	118	16	10	-6
	Without a declared disability	3,159	418	424	6
Age-group ⁹⁰	16-24	780	97	83	-14
	25-39	1,828	246	261	15
	40-49	430	59	59	0
	50+	239	33	31	-2
Sexual Orientation	Both sexes	65	7	6	-1
	Different sex	3,093	412	412	0
	Same sex	119	14	16	2
NICS employment history ⁹¹	Current	465	81	99	18
	Previous	337	49	55	6
	None	2,366	291	262	-29

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).

⁸⁷ As of 1 February 2019. Based on proportionate success rates for each group of eligible applicants.

⁸⁸ 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.

⁸⁹ Further appointments may be made from these competitions, which may change the profile.

⁹⁰ Based on age at closing date for applications.

⁹¹ NICS employment history missing for 109 eligible applicants and 18 appointees.

Table A.3: Recruitment competitions for NICS jobs with application closing date in 2015: eligible applicants and comparison of actual and expected appointees⁹²

Equality Category	Description	Eligible Applicants	'Expected' Appointees (based on proportionate success of eligible applicants) ⁹³	Actual Appointees ⁹⁴	Difference (Actual minus 'Expected')
Overall	Total	4,135	274	274	0
Gender	Male	2,587	177	177	0
	Female	1,548	97	97	0
Community Background	Protestant	2,514	162	165	3
	Catholic	1,087	76	64	-12
	Not Determined	534	36	45	9
Ethnicity	White	4,086	271	274	3
	Minority Ethnic Groups	49	3	0	-3
Disability	With a declared disability	104	7	9	2
	Without a declared disability	4,031	267	265	-2
Age-group ⁹⁵	16-24	1,441	98	92	-6
	25-39	1,938	127	143	16
	40-49	539	35	28	-7
	50+	216	13	11	-2
Sexual Orientation ⁹⁶	Both sexes/ same sex	228	15	12	-3
	Different sex	3,907	259	262	3
NICS employment history ⁹⁷	Current	87	8	14	6
	Previous	44	4	4	0
	None	632	55	56	1

⁹² As of 1 February 2019. Based on proportionate success rates for each group of eligible applicants.

⁹³ 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.

⁹⁴ Further appointments may be made from these competitions, which may change the profile.

⁹⁵ Based on age at closing date for applications. Age missing/invalid for 1 eligible applicant.

⁹⁶ The 'both sexes' and 'same sex' categories were combined due to small numbers of appointees (<5) in the 'both sexes' category.

⁹⁷ NICS employment history missing for 3,372 eligible applicants and 200 appointees.