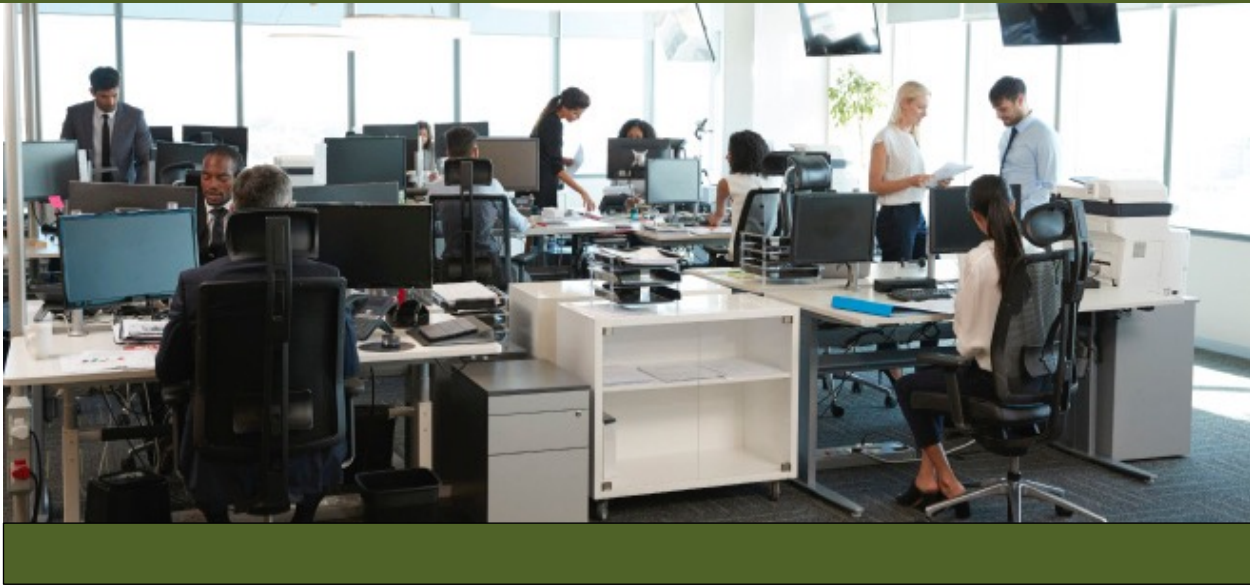


Analysis of NICS Recruitment Competitions

1 January 2021 – 31 December 2021



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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 2021. 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 2021, 132 NICS recruitment competitions were held¹, attracting 30,664 valid applications. By 1 February 2022, 938 appointments had been made. The competition which attracted the highest volume of applicants was for Executive Officer 1 (11,018 applicants). The number of competitions was higher than the 90 held in 2020, and the number of applicants was substantially higher than in that year (14,707). While there is always variation in the number of competitions held in each year, this number was affected by the Covid-19 pandemic.

Permanent NICS jobs

- There were 130 competitions for permanent NICS jobs, which attracted a total of 30,328 applications.
- By 1 Feb 2022, 837 appointments had been made from these competitions. The gender profile of appointees was broadly in line with what would be expected. The number of appointees from a Protestant community background was higher than expected. The number of appointees with NICS experience was higher than might have been expected. As regards age, there were fewer appointees aged 16-24, and aged over 50, than expected. 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 many of the equality categories, the profile of candidates invited to interview was broadly in line with what was expected. However, those over 50 were less likely than expected to be invited to interview.
- At the interview stage, the analysis shows that applicants from a minority ethnic background were less likely to pass the interview than would be expected.
- Of those candidates who passed the interview, all groups were broadly in line with what would be expected.

Temporary NICS jobs

- There were two recruitment competitions for temporary NICS jobs. These competitions attracted 336 valid applications.
- By 1 February 2022, 101 appointments had been made from these competitions. The profile of appointees across the equality categories was broadly in line with the expected profile, although the number of appointees from a Protestant community background was higher than expected and the number from minority ethnic groups was lower than expected.
- Among those applicants who passed interview the outcomes across the equality groups were broadly in line with what would be expected.

Senior Civil Service jobs

- There were 34 competitions for Senior Civil Service jobs, attracting 648 applications. By 1 February 2022, 39 appointments had been made from these competitions.
- Appointments were broadly in line with what would be expected from the valid applicant pool.

¹ Had a closing date for applications between 1 January and 31 December 2021.

Analysis of NICS Recruitment Competitions 1 January 2021 – 31 December 2021

Figure 1: Flowchart of stages of competitions for all NICS jobs in 2021¹

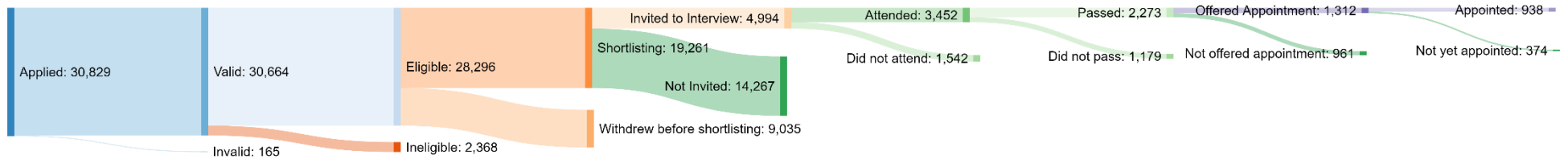
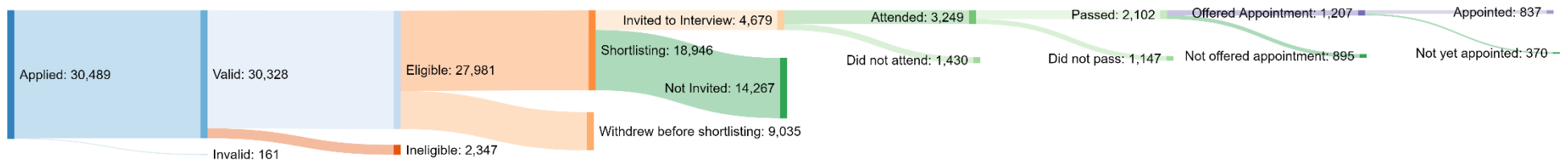


Figure 2: Flowchart of stages of competitions for permanent NICS jobs in 2021¹



¹ As at 1st February 2022.

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 2021 and 31 December 2021.

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2. NICS recruitment competitions which closed for applications during 2021¹

2.1 Applications

During 2021, there were 132 NICS recruitment competitions which closed for applications. The total number of valid applications received was 30,664.

2.1.1 Applications for permanent jobs

Of the 132 recruitment competitions which closed for applications during 2021, 130 were for permanent NICS jobs. These competitions attracted 30,328 valid applications. A profile of these applicants² is presented in Table 1.

The gender split of applicants was 49.0% male, 51.0% female. In terms of community background, 40.1% of applications were from Protestants, with a larger proportion from Catholics (49.7%) and 10.2% from applicants whose community background was not determined. The proportion of applications from minority ethnic groups was 2.1% and the proportion of applicants who declared a disability was 7.2%. In terms of age, over half (52.2%) were aged 25-39, with 16.1% aged 16-24 and 21.8% aged 40-49. Just under one in ten applicants were aged 50 or over (9.9%). In terms of sexual orientation, 92.4% of applicants stated their orientation was towards someone of a different sex, with 4.3% reporting orientation towards someone of the same sex and 3.3% reporting orientation towards both sexes. For those applicants who provided their NICS employment history, just under one third (32.0%) reported they were a current NICS employee, 7.4% of applicants reported that they had previously been an NICS employee and 60.7% 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 valid applicants for each of the various competitions analysed ranged from no applications to 11,018 applications.

2.1.2 Applications for temporary jobs

Of the 132 NICS recruitment competitions analysed in this report, 2 were for temporary NICS jobs. These competitions attracted 336 valid applications. A profile of these applicants is presented in Table 2.

¹ Competitions for which applications closed between 1 January 2021 and 31 December 2021 are included.

² 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.

Over half of applications were from males (52.2%) with 47.8% from females. In terms of community background, the largest proportion of applications received was from Catholics (54.9%), with 30.7% from Protestants and 14.3% from applicants whose community background was not determined. The proportion of applications from minority ethnic groups was 7.2% and the proportion of applicants who declared a disability was 4.5%. In terms of age, almost all applicants were aged 16-24 (95.8%). This age distribution reflects the fact that both competitions were for student placement positions. In relation to sexual orientation, 90.1% of applicants stated their orientation was towards someone of a different sex, with 5.1% reporting orientation towards someone of the same sex and 4.8% reporting orientation towards both sexes. A small proportion of applicants reported they were a current NICS employee (0.3%), or had previously been an NICS employee (0.6%) while 99.1% reported no NICS employment history.

2.2 Analysis of appointments from the 2021 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 2021 for permanent NICS jobs

By 1 February 2022, a total of 837 appointments had been made from 89 of the 130 competitions for permanent NICS jobs, while no appointments had yet been made from the remaining 41 competitions. Analysis of appointments from these 89 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. While some differences may appear to be large in absolute terms, in percentage terms they are relatively small. 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%.

The gender profile of appointees was broadly in line with what would be expected if male and female applicants were equal in merit. The analysis in terms of community background shows that more Protestants (361 rather than 323) and fewer Catholics (390 rather than 425) were appointed than expected. The ethnicity profile of appointees was broadly in line with what would be expected if white and minority applicants were equal in merit. There were fewer appointees with a declared disability (47 rather than 58) than expected. Notable disparities were seen in the age profile of appointees. There were 97 appointees aged 16-24 rather than the expected 134, 495 aged 25-39 rather than the expected 427 and 63 appointees aged over 50 rather than the expected 92. The number of appointees who were current NICS employees was considerably higher than might have been expected (388 rather than 251). 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 2021 for temporary NICS jobs

By 1 February 2022, a total of 101 appointments had been made from the two competitions for temporary NICS jobs. Analysis shows that the profile of appointees across gender, community background, ethnicity, age, sexual orientation and NICS employment history is broadly in line with what might be expected if applicants within each equality group were equal in merit. 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 2021: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	30,328	
Gender	Male	14,873	49.0%
	Female	15,455	51.0%
Community Background	Protestant	12,172	40.1%
	Catholic	15,059	49.7%
	Not Determined	3,097	10.2%
Ethnicity	White	29,677	97.9%
	Minority Ethnic Groups	651	2.1%
Disability	With a declared disability	2,170	7.2%
	Without a declared disability	28,158	92.8%
Age-group	16-24	4,875	16.1%
	25-39	15,825	52.2%
	40-49	6,619	21.8%
	50+	3,009	9.9%
Sexual Orientation ^[2]	Both sexes	988	3.3%
	Different Sex	28,022	92.4%
	Same sex	1,308	4.3%
NICS employment history ^[3]	Current	9,697	32.0%
	Previous	2,231	7.4%
	None	18,385	60.7%

^[1] Based on age at closing date for applications.

^[2] Sexual Orientation missing for 10 applicants.

^[3] NICS employment history missing for 15 applicants.

Analysis of NICS Recruitment Competitions 1 January 2021 – 31 December 2021

Table 2 Recruitment competitions for temporary NICS jobs with application closing date in 2021: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	336	
Gender ^[1]	Male	175	52.2%
	Female	160	47.8%
Community Background ^[2]	Protestant	103	30.7%
	Catholic	184	54.9%
	Not Determined	48	14.3%
Ethnicity ^[3]	White	311	92.8%
	Minority Ethnic Groups	24	7.2%
Disability	With a declared disability	15	4.5%
	Without a declared disability	321	95.5%
Age-group ^[4]	16-24	322	95.8%
	25-39	12	3.6%
	40-49	2	0.6%
	50+	0	0.0%
Sexual Orientation ^[5]	Both sexes	16	4.8%
	Different Sex	302	90.1%
	Same sex	17	5.1%
NICS employment history ^[6]	Current	1	0.3%
	Previous	2	0.6%
	None	332	99.1%

^[1] Gender missing for one applicant.

^[2] Community Background missing for one applicant.

^[3] Ethnicity missing for one applicant.

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

^[5] Sexual Orientation missing for one applicant.

^[6] NICS employment history missing for one applicant.

Analysis of NICS Recruitment Competitions 1 January 2021 – 31 December 2021

Table 3 Recruitment competitions for permanent NICS jobs with application closing date in 2021: comparison of actual and expected appointees

Equality Category	Description	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	837	837	0
Gender	Male	443	474	31
	Female	394	363	-31
Community Background	Protestant	323	361	38
	Catholic	425	390	-35
	Not Determined	89	86	-3
Ethnicity	White	816	818	2
	Minority Ethnic Groups	21	19	-2
Disability	With a declared disability	58	47	-11
	Without a declared disability	779	790	11
Age-group ^[2]	16-24	134	97	-37
	25-39	427	495	68
	40-49	184	182	-2
	50+	92	63	-29
Sexual Orientation ^[3]	Both sexes	24	29	5
	Different Sex	780	767	-13
	Same sex	31	40	9
NICS employment history	Current	251	388	137
	Previous	63	53	-10
	None	522	396	-126

^[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 one applicant who was appointed.

Note: Figures as at 1 February 2022. Further appointments may be made from these competitions which may change the profile.

Analysis of NICS Recruitment Competitions 1 January 2021 – 31 December 2021

Table 4 Recruitment competitions for NICS temporary jobs with application closing date in 2021: comparison of actual and expected appointees

Equality Category	Description	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	101	101	0
Gender	Male	52	52	0
	Female	49	49	0
Community Background	Protestant	31	35	4
	Catholic	56	53	-3
	Not Determined	14	13	-1
Ethnicity	White	94	96	2
	Minority Ethnic Groups	7	5	-2
Disability	With a declared disability	5	5	0
	Without a declared disability	96	96	0
Age-group ^[2]	16-24	97	98	1
	25-39	4	*	#
	40-49	1	*	#
	50+	0	*	#
Sexual Orientation	Both sexes	5	8	3
	Different Sex	90	88	-2
	Same sex	6	5	-1
NICS employment history	Current	0	*	#
	Previous	1	*	#
	None	100	99	-1

^[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.

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).

Note: Figures as at 1 February 2022. Further appointments may be made from these competitions which may change the profile.

2.3 Analysis of interim stages of the 2021 recruitment competitions for permanent NICS jobs

2.3.1 Eligible applicants

Overall, 27,981 of the 30,328 applicants (92.3%) 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 only relatively small differences between the actual and expected numbers of eligible applicants. Minority ethnic groups were less likely to be eligible than expected. It may be worth noting that the eligibility stage may not be complete for all competitions held in 2021, so different results could emerge when this stage is complete.

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 27,981 eligible applicants, a total of 9,035 (32.3%) 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 candidates aged 16-24 were more likely to withdraw from the competition prior to shortlisting, while applicants aged 40-49 and over 50 were less likely to withdraw. Minority ethnic groups were less likely to withdraw than expected while candidates who were orientated toward both sexes were more likely to do so. Applicants who were previously NICS staff were more likely to withdraw. Across the other categories the differences were relatively small.

2.3.3 Applicants invited to interview

Following shortlisting, 4,679 (or 24.7%) of the remaining 18,946 candidates were invited to interview.

The analysis presented in Table 7 shows that the profiles of applicants invited to interview, in terms of all equality categories, were broadly in line with what would be expected if the groups within each equality category were equal in terms of merit. However, applicants aged over 50 were less likely to be invited to interview (457 rather than 514) than would be expected.

Analysis of NICS Recruitment Competitions 1 January 2021 – 31 December 2021

Table 5 Recruitment competitions for permanent NICS jobs with application closing date in 2021: comparison of actual and expected eligible applicants

Equality Category	Description	'Expected' Eligible Applicants (based on proportionate success of applicants) ^[1]	Actual Eligible Applicants	Difference (Actual minus 'Expected')
Overall	Total	27,981	27,981	0
Gender	Male	13,454	13,421	-33
	Female	14,527	14,560	33
Community Background	Protestant	11,233	11,257	24
	Catholic	13,954	13,976	22
	Not Determined	2,794	2,748	-46
Ethnicity	White	27,430	27,467	37
	Minority Ethnic Groups	551	514	-37
Disability	With a declared disability	2,044	2,025	-19
	Without a declared disability	25,937	25,956	19
Age-group ^[2]	16-24	4,540	4,524	-16
	25-39	14,797	14,787	-10
	40-49	6,014	6,047	33
	50+	2,630	2,623	-7
Sexual Orientation ^[3]	Both sexes	930	924	-6
	Different Sex	25,816	25,818	2
	Same sex	1,230	1,234	4
NICS employment history ^[4]	Current	9,028	9,134	106
	Previous	2,055	2,071	16
	None	16,891	16,771	-120

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

^[3] Sexual Orientation missing for 5 applicants

^[4] NICS employment history missing for 5 applicants.

Analysis of NICS Recruitment Competitions 1 January 2021 – 31 December 2021

Table 6 Recruitment competitions for NICS permanent jobs with application closing date in 2021: comparison of actual and expected applicants who withdrew prior to shortlisting

Equality Category	Description	‘Expected’ Applicants who withdrew prior to shortlisting (based on proportionate withdrawal) ^[1]	Actual Applicants who withdrew prior to shortlisting	Difference (Actual minus ‘Expected’)
Overall	Total	9,035	9,035	0
Gender	Male	4,339	4,339	0
	Female	4,696	4,696	0
Community Background	Protestant	3,790	3,602	-188
	Catholic	4,335	4,480	145
	Not Determined	910	953	43
Ethnicity	White	8,867	8,878	11
	Minority Ethnic Groups	168	157	-11
Disability	With a declared disability	658	595	-63
	Without a declared disability	8,377	8,440	63
Age-group ^[2]	16-24	1,633	1,940	307
	25-39	4,816	4,821	5
	40-49	1,828	1,556	-272
	50+	758	718	-40
Sexual Orientation	Both sexes	319	348	29
	Different Sex	8,287	8,230	-57
	Same sex	429	457	28
NICS employment history	Current	2,709	1,597	-1112
	Previous	630	695	65
	None	5,694	6,743	1049

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

Note: Figures as at 1 February 2022.

Table 7 Recruitment competitions for NICS permanent jobs with application closing date in 2021: comparison of actual and expected applicants invited to interview

Equality Category	Description	‘Expected’ Applicants invited to interview (based on proportionate success) ^[1]	Actual Applicants invited to interview	Difference (Actual minus ‘Expected’)
Overall	Total	4,679	4,679	0
Gender	Male	2,504	2,705	201
	Female	2,175	1,974	-201
Community Background	Protestant	1,849	2,025	176
	Catholic	2,336	2,125	-211
	Not Determined	494	529	35
Ethnicity	White	4,570	4,570	0
	Minority Ethnic Groups	109	109	0
Disability	With a declared disability	315	314	-1
	Without a declared disability	4,364	4,365	1
Age-group ^[2]	16-24	738	682	-56
	25-39	2,349	2,467	118
	40-49	1,078	1,073	-5
	50+	514	457	-57
Sexual Orientation ^[3]	Both sexes	132	156	24
	Different Sex	4,372	4,343	-29
	Same sex	171	175	4
NICS employment history ^[4]	Current	1,607	1,658	51
	Previous	372	382	10
	None	2,697	2,636	-61

^[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 5 applicants invited to interview.

^[4] NICS employment history missing for 3 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 4,679 candidates invited to interview, 3,249 (or 69.4%) attended interview.

Some small differences between the actual and expected numbers of applicants in the various equality categories attending interview were observed, but none are particularly noteworthy.

2.3.5 Applicants who passed interview

A total of 2,102 candidates out of the 3,249 who attended interview (64.7%) 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 across the various equality categories the profile of applicants who passed the interview is broadly in line with what would be expected if interviewed applicants were equal in merit. Applicants from minority ethnic groups and those with a declared disability were less likely to pass interview than would be expected, as were those aged over 50. Candidates who reported a sexual orientation toward both sexes were less likely to pass than would be expected, as were applicants with a previous employment history in the NICS.

2.3.6 Applicants offered appointment

By 1 February 2022, a total of 1,207 out of the 2,102 applicants who passed the interview (57.4%) 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 1,207 applicants offered appointment, 837 (or 69.3%) had started in post by 1 February 2022. 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 equality categories was very similar to the expected profile. Candidates with previous NICS experience were less likely to have been appointed than would be expected.

Analysis of NICS Recruitment Competitions 1 January 2021 – 31 December 2021

Table 8 Recruitment competitions for NICS permanent jobs with application closing date in 2021: comparison of actual and expected applicants who attended interview

Equality Category	Description	'Expected' Applicants who attended interview (based on proportionate attendance) ^[1]	Actual Applicants who attended interview	Difference (Actual minus 'Expected')
Overall	Total	3,249	3,249	0
Gender	Male	1,886	1,869	-17
	Female	1,363	1,380	17
Community Background	Protestant	1,431	1,431	0
	Catholic	1,454	1,451	-3
	Not Determined	364	367	3
Ethnicity	White	3,177	3,173	-4
	Minority Ethnic Groups	72	76	4
Disability	With a declared disability	226	223	-3
	Without a declared disability	3,023	3,026	3
Age-group ^[2]	16-24	445	438	-7
	25-39	1,729	1,737	8
	40-49	758	752	-6
	50+	317	322	5
Sexual Orientation ^[3]	Both sexes	113	111	-2
	Different sex	3,008	3,015	7
	Same Sex	124	119	-5
NICS employment history ^[4]	Current	1,165	1,223	58
	Previous	252	240	-12
	None	1,832	1,785	-47

^[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 4 applicants who attended interview.

^[4] NICS employment history missing for 1 applicants who attended interview.

Analysis of NICS Recruitment Competitions 1 January 2021 – 31 December 2021

Table 9 Recruitment competitions for NICS permanent jobs with application closing date in 2021: comparison of actual and expected applicants who passed interview

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success) ^[1]	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	2,102	2,102	0
Gender	Male	1,203	1,147	-56
	Female	899	955	56
Community Background	Protestant	924	917	-7
	Catholic	941	956	15
	Not Determined	236	229	-7
Ethnicity	White	2,051	2,058	7
	Minority Ethnic Groups	51	44	-7
Disability	With a declared disability	143	129	-14
	Without a declared disability	1,959	1,973	14
Age-group ^[2]	16-24	288	263	-25
	25-39	1,115	1,155	40
	40-49	485	487	2
	50+	213	197	-16
Sexual Orientation ^[3]	Both sexes	72	63	-9
	Different Sex	1,952	1,963	11
	Same Sex	75	73	-2
NICS employment history	Current	783	846	63
	Previous	152	139	-13
	None	1,166	1,117	-49

^[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 3 applicants who passed interview.

Analysis of NICS Recruitment Competitions 1 January 2021 – 31 December 2021

Table 10 Recruitment competitions for NICS permanent jobs with application closing date in 2021: comparison of actual and expected applicants offered appointment

Equality Category	Description	'Expected' Applicants offered appointment (based on proportionate success) ^[1]	Actual Applicants Offered Appointment	Difference (Actual minus 'Expected')
Overall	Total	1,207	1,207	0
Gender	Male	646	651	5
	Female	561	556	-5
Community Background	Protestant	527	516	-11
	Catholic	553	562	9
	Not Determined	128	129	1
Ethnicity	White	1,184	1,180	-4
	Minority Ethnic Groups	23	27	4
Disability	With a declared disability	78	81	3
	Without a declared disability	1,129	1,126	-3
Age-group ^[2]	16-24	136	133	-3
	25-39	704	724	20
	40-49	271	257	-14
	50+	96	93	-3
Sexual Orientation ^[3]	Both sexes	38	38	0
	Different Sex	1,122	1,120	-2
	Same Sex	46	48	2
NICS employment history	Current	499	505	6
	Previous	84	88	4
	None	624	614	-10

^[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 one applicant who was offered an appointment.

Analysis of NICS Recruitment Competitions 1 January 2021 – 31 December 2021

Table 11 Recruitment competitions for NICS permanent jobs with application closing date in 2021: comparison of actual and expected appointees

Equality Category	Description	'Expected' Appointees (based on proportionate success) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	837	837	0
Gender	Male	463	474	11
	Female	374	363	-11
Community Background	Protestant	357	361	4
	Catholic	393	390	-3
	Not Determined	87	86	-1
Ethnicity	White	820	818	-2
	Minority Ethnic Groups	17	19	2
Disability	With a declared disability	53	47	-6
	Without a declared disability	784	790	6
Age-group ^[2]	16-24	95	97	2
	25-39	491	495	4
	40-49	181	182	1
	50+	69	63	-6
Sexual Orientation ^[3]	Both sexes	26	29	3
	Different Sex	774	767	-7
	Same Sex	36	40	4
NICS employment history	Current	362	388	26
	Previous	60	53	-7
	None	415	396	-19

^[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 one applicant who was appointed.

Note: Figures as at 1 February 2022. Further appointments may be made from these competitions which may change the profile.

2.4 Analysis of interim stages of the 2021 recruitment competitions for temporary NICS jobs

2.4.1 Eligible applicants

Overall, 315 of the 336 applicants (93.8%) 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 profile of eligible applicants was broadly in line with what would be expected.

2.4.2 Applicants who withdrew prior to shortlisting

No applicants withdrew prior to shortlisting.

2.4.3 Applicants invited to interview

All of the eligible applicants (100.0%) were invited for interview.

2.4.4 Applicants who attended interview

A total of 203 of the 315 applicants (or 64.4%) invited to interview actually attended. In Table 13, the profile of the 203 candidates who attended interview is compared with the expected profile, based on those candidates who were invited to interview.

Candidates whose community background was Not Determined were less likely to attend interview (24 attended rather than the expected 29).

Analysis of NICS Recruitment Competitions 1 January 2021 – 31 December 2021

Table 12 Recruitment competitions for NICS temporary jobs with application closing date in 2021: comparison of actual and expected eligible applicants

Equality Category	Description	'Expected' Eligible Applicants (based on proportionate success of applicants) ^[1]	Actual Eligible Applicants	Difference (Actual minus 'Expected')
Overall	Total	315	315	0
Gender ^[2]	Male	162	164	2
	Female	152	150	-2
Community Background ^[3]	Protestant	96	98	2
	Catholic	173	171	-2
	Not Determined	45	45	0
Ethnicity ^[4]	White	292	292	0
	Minority Ethnic Groups	22	22	0
Disability	With a declared disability	14	14	0
	Without a declared disability	301	301	0
Age-group ^[5]	16-24	302	302	0
	25-39	11	#	0
	40-49	2	*	#
	50+	0	*	#
Sexual Orientation ^[6]	Both sexes	16	16	0
	Different Sex	281	281	0
	Same Sex	17	17	0
NICS employment history ^[7]	Current	1	*	#
	Previous	2	*	#
	None	311	311	0

^[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 one applicant.

^[3] Community background missing for one applicant.

^[4] Ethnicity missing for one applicant.

^[5] Based on age at closing date for applications.

^[6] Sexual Orientation missing for one applicant.

^[7] NICS Employment History missing for one applicant.

* 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.

Analysis of NICS Recruitment Competitions 1 January 2021 – 31 December 2021

Table 13 Recruitment competitions for NICS temporary jobs with application closing date in 2021: comparison of actual and expected applicants who attended interview

Equality Category	Description	'Expected' Applicants who attended interview (based on proportionate attendance) ^[1]	Actual Applicants who attended interview	Difference (Actual minus 'Expected')
Overall	Total	203	203	0
Gender	Male	106	100	-6
	Female	96	103	7
Community Background	Protestant	63	64	1
	Catholic	110	115	5
	Not Determined	29	24	-5
Ethnicity	White	188	190	2
	Minority Ethnic Groups	14	13	-1
Disability	With a declared disability	9	8	-1
	Without a declared disability	194	195	1
Age-group ^[2]	16-24	195	196	1
	25-39	7	6	-1
	40-49	1	*	#
	50+	0	*	#
Sexual Orientation	Both sexes	10	11	1
	Different Sex	181	182	1
	Same Sex	11	10	-1
NICS employment history	Current	1	*	#
	Previous	1	*	#
	None	200	201	1

^[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.

* 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.

2.4.5 Applicants who passed interview

Of the 203 candidates who attended interview, 171 candidates (84.2%) 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 applicants who passed the interview was broadly in line with what would be expected.

2.4.6 Applicants offered appointment

By 1 February 2022, a total of 105 out of the 171 applicants who passed the interview had been offered a job (61.4%). 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.

The analysis shows no noteworthy differences between the actual and expected profiles of applicants offered appointment.

2.4.7 Appointed candidates.

By 1 February 2022, 101 of the 105 applicants offered appointment had been appointed (96.2%).

Analysis of NICS Recruitment Competitions 1 January 2021 – 31 December 2021

Table 14 Recruitment competitions for NICS temporary jobs with application closing date in 2021: comparison of actual and expected applicants who passed interview

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate attendance) ^[1]	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	171	171	0
Gender	Male	84	83	-1
	Female	87	88	1
Community Background	Protestant	54	55	1
	Catholic	97	94	-3
	Not Determined	20	22	2
Ethnicity	White	160	160	0
	Minority Ethnic Groups	11	11	0
Disability	With a declared disability	7	6	-1
	Without a declared disability	164	165	1
Age-group ^[2]	16-24	165	166	1
	25-39	5	*	#
	40-49	1	*	#
	50+	0	*	#
Sexual Orientation	Both sexes	9	10	1
	Different Sex	153	153	0
	Same Sex	8	8	0
NICS employment history	Current	1	*	#
	Previous	1	*	#
	None	169	169	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.

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

* 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.

Analysis of NICS Recruitment Competitions 1 January 2021 – 31 December 2021

Table 15 Recruitment competitions for NICS temporary jobs with application closing date in 2021: comparison of actual and expected applicants offered appointment

Equality Category	Description	'Expected' Applicants offered appointment (based on proportionate success) ^[1]	Actual Applicants Offered Appointment	Difference (Actual minus 'Expected')
Overall	Total	105	105	0
Gender	Male	50	52	2
	Female	55	53	-2
Community Background	Protestant	33	36	3
	Catholic	58	54	-4
	Not Determined	14	15	1
Ethnicity	White	98	100	2
	Minority Ethnic Groups	7	5	-2
Disability	With a declared disability	4	5	1
	Without a declared disability	101	100	-1
Age-group ^[2]	16-24	102	102	0
	25-39	2	*	#
	40-49	1	*	#
	50+	0	*	#
Sexual Orientation	Both sexes	6	8	2
	Different Sex	94	92	-2
	Same Sex	5	5	0
NICS employment history	Current	1	*	#
	Previous	1	*	#
	None	104	103	-1

^[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.

* 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.

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3. NICS Senior Civil Service recruitment competitions which closed for applications during 2021 ¹

3.1 Applications

A total of 34 Senior Civil Service competitions were held with a closing date for applications in 2021. The total number of applications received was 648. A profile of the applicants is presented in Table 16.

Over half of applications were from males (57.7%), with 42.3% of applications from females. In terms of community background, a smaller proportion of applications were from Protestants (41.5%) than Catholics (46.0%), with 12.5% from candidates whose community background was not determined. The proportion of applicants from a minority ethnic background was 4.3%. Around one in twenty applicants for Senior Civil Service jobs (4.8%) declared a disability. In terms of age, almost half of applicants were aged 40-49 (45.2%) with just over two fifths (42.0%) aged 50 or over and 12.8% aged under 40. In terms of sexual orientation, 4.8% of applicants reported orientation to both sexes or to the same sex. Over half of candidates (55.8%) reported that they were a current NICS employee, while 37.4% reported 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 2022, a total of 39 candidates had been appointed from 24 competitions, while no appointments had yet been made from the other 10 competitions. 23 males and 16 females were appointed, which was in line with what would be expected given the applicant profile of the competitions which made appointments. More current NICS staff were appointed than expected. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.

¹ Competitions for which applications closed between 1 January 2021 and 31 December 2021 are included.

Analysis of NICS Recruitment Competitions 1 January 2021 – 31 December 2021

Table 16 NICS Senior Civil Service recruitment competitions for jobs with application closing date in 2021: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	648	
Gender	Male	374	57.7%
	Female	274	42.3%
Community Background	Protestant	269	41.5%
	Catholic	298	46.0%
	Not Determined	81	12.5%
Ethnicity	White	620	95.7%
	Minority Ethnic Groups	28	4.3%
Disability	With a declared disability	31	4.8%
	Without a declared disability	617	95.2%
Age-group ^[1]	16-24	*	#
	25-39	#	#
	40-49	293	45.2%
	50+	272	42.0%
Sexual Orientation ^[2]	Both sexes	16	2.5%
	Different Sex	613	95.2%
	Same Sex	15	2.3%
NICS employment history ^[3]	Current	361	55.8%
	Previous	44	6.8%
	None	242	37.4%

^[1] Based on age at closing date for applications.

^[2] Sexual orientation missing for 4 applicants.

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

* 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.

3.3 Analysis of key interim stages of the 2021 recruitment competitions for NICS Senior Civil Service jobs

3.3.1 Eligible applicants

Overall, 245 of the 648 applicants (37.8%) 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 analysis shows that Catholics were more likely than expected to be deemed eligible for the competition for which they had applied, while applicants whose community background was not determined were less likely to have submitted a valid application. Candidates aged 40-49 were more likely to be deemed eligible than would be expected. The analysis also shows that current NICS employees were more likely to meet the eligibility criteria and candidates with no NICS employment history were less likely to do so.

3.3.3 Applicants who passed interview

A total of 123 candidates out of the 165 who attended interview (74.5%) 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 broadly in line with what would be expected if the groups within each equality category were equal in merit.

3.3.4 Applicants who were offered appointment

A total of 46 applicants out of the 123 who passed the interview (37.4%) were offered an appointment. In Table 19, the profile of candidates who were offered an appointment (and who may or may not have accepted the job) is presented alongside the profile that would be expected if each group who passed interview were equal in merit.

The profile of those applicants who were offered appointment was broadly in line with what would be expected if the groups within each equality category were equal in merit.

Analysis of NICS Recruitment Competitions 1 January 2021 – 31 December 2021

Table 17 NICS Senior Civil Service recruitment competitions for jobs with application closing date in 2021: comparison of actual and expected eligible applicants

Equality Category	Description	'Expected' Eligible Applicants (based on proportionate success of applicants) ^[1]	Actual Eligible Applicants	Difference (Actual minus 'Expected')
Overall	Total	245	245	0
Gender	Male	138	138	0
	Female	107	107	0
Community Background	Protestant	99	98	-1
	Catholic	116	122	6
	Not Determined	30	25	-5
Ethnicity	White	236	240	4
	Minority Ethnic Groups	9	5	-4
Disability	With a declared disability	10	9	-1
	Without a declared disability	235	236	1
Age-group ^[2]	16-24	1	*	#
	25-39	33	#	#
	40-49	111	122	11
	50+	100	99	-1
Sexual Orientation ^[3]	Both sexes	6	#	#
	Different Sex	231	234	3
	Same Sex	6	*	#
NICS employment history	Current	146	178	32
	Previous	17	11	-6
	None	82	56	-26

^[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 2 eligible applicants.

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).

Analysis of NICS Recruitment Competitions 1 January 2021 – 31 December 2021

Table 18 NICS Senior Civil Service recruitment competitions for jobs with application closing date in 2021: comparison of actual and expected applicants who passed interview

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success) ^[1]	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	123	123	0
Gender	Male	77	75	-2
	Female	46	48	2
Community Background	Protestant	51	53	2
	Catholic	58	55	-3
	Not Determined	14	15	1
Ethnicity	White	120	#	#
	Minority Ethnic Groups	3	*	#
Disability	With a declared disability	5	*	#
	Without a declared disability	118	#	#
Age-group ^[2]	16-24	0	*	#
	25-39	9	#	#
	40-49	64	65	1
	50+	50	50	0
Sexual Orientation ^[3]	Both sexes	4	*	#
	Different Sex	117	116	-1
	Same Sex	2	*	#
NICS employment history	Current	88	89	1
	Previous	5	6	1
	None	30	28	-2

^[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 one applicant who passed interview.

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).

Analysis of NICS Recruitment Competitions 1 January 2021 – 31 December 2021

Table 19 NICS Senior Civil Service recruitment competitions for jobs with application closing date in 2021: comparison of actual and expected applicants offered appointment.

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success) ^[1]	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	46	46	0
Gender	Male	26	25	-1
	Female	20	21	1
Community Background	Protestant	20	#	#
	Catholic	20	22	2
	Not Determined	5	*	#
Ethnicity	White	45	#	#
	Minority Ethnic Groups	1	*	#
Disability	With a declared disability	1	*	#
	Without a declared disability	45	#	#
Age-group ^[2]	16-24	0	*	#
	25-39	4	#	#
	40-49	23	22	-1
	50+	18	18	0
Sexual Orientation ^[3]	Both sexes	2	*	#
	Different Sex	43	43	0
	Same Sex	1	*	#
NICS employment history	Current	34	35	1
	Previous	3	*	#
	None	9	#	#

^[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 who was offered appointment.

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).

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 1st 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 <https://www.nisra.gov.uk/publications/hrqs-quality-assurance-administrative-data-report-december-2021>

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

Stakeholders are consulted after the publication of each year's report. The current method uses a Citizen Space online survey which remains open for a year following the publication of the latest report. The consultation indicated that both the coverage and content are appropriate to the needs of users. It also indicated that the report is used for policy making and monitoring, performance monitoring, responding to information requests, aiding decisions on resource allocation and to inform public marketing campaigns.

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 8 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 as up-to-date as possible. The publication date allows time for all the analysis and quality assurance to be undertaken. The survey of users indicated that 100% of users were 'Very Satisfied' or '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 but one respondents to the user survey were satisfied with the content of the report and ease of finding the relevant statistics on the NISRA website and with the presentation and format of reports.

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 closed in February 2022. The main reasons for using the publication were for policy making and monitoring, performance monitoring and to inform public marketing campaigns. Overall satisfaction with the report was complete with all respondents saying that the statistics they used fully or mostly met their needs. In the 2018 survey, 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 published at <https://www.nisra.gov.uk/publications/hracs-quality-assurance-administrative-data-report-december-2021>

4.2 Next Publication:

March 2023

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:

Michael Guiney,
NISRA Human Resource Consultancy Services,
Colby House,
Stranmillis Court,
Belfast,
BT9 5RR

Telephone: 028 9038 8433
E-mail: michael.guiney@nisra.gov.uk

ANNEX A – Departmental information and updated appointee profiles for competitions held during 2018, 2019 and 2020

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 2018, 2019 and 2020, as well as high-level departmental information for these years, and for 2021. The figures are as at 1st February 2022 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 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 figures for each of these two departments.

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. All figures are taken from HRConnect as at 1st February 2022.

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

Number of competitions, applications and appointments by Department - 2021

2021			
	Number of competitions included in the analysis¹	Eligible Applications	Appointments by 1 Feb 2022
NICS	132²	28,296	938
DAERA	34	719	35
DfC	9	64	15
DfE	6	76	25
DE	3	32	3
DoF	35	759	91
DoH	11	91	21
DfI	12	786	66
DoJ	11	367	36
TEO	2	14	1
PPS	2	43	11
Other NICS organisations	7	805	5
Corporate competitions	7	24,540	629

¹ Two corporate competitions provided eligible applicants for 11 departments, one corporate competition provided eligible recruits for 10 departments, one for 9, one for 6 and two for 5. Of the non- corporate competitions, one competition provided eligible applicants for 4 departments and 9 competitions provided eligible applicants for 2 departments.

² Five competitions did not provide any eligible recruits.

Number of competitions, applications and appointments by Department - 2020

2020			
	Number of competitions included in the analysis¹	Eligible Applications	Appointments by 1 Feb 2022
NICS	90²	12,493	717
DAERA	24	720	116
DfC	6	9,522	231
DfE	9	111	41
DE	4	20	3
DoF	29	1061	159
DoH	4	8	4
DfI	10	342	83
DoJ	11	469	12
TEO	1	6	0
PPS	1	13	4
Other NICS organisations	2	8	3
Corporate competitions	2	213	61

¹ One corporate competition provided eligible applicants for 10 and one for 8 departments. Of non- corporate competitions, one provided eligible applicants for five departments, 3 competitions provided eligible applicants for 3 departments and 4 competitions provided eligible applicants for 2 departments.

² One competition did not provide any eligible recruits.

Number of competitions, applications and appointments by Department - 2019

2019			
	Number of competitions included in the analysis¹	Eligible Applications	Appointments by 1 Feb 2022
NICS	110²	24,323	2,944
DAERA	28	702	152
DfC	14	74	22
DfE	5	38	8
DE	2	2	2
DoF	29	1046	165
DoH	5	33	7
DfI	14	465	142
DoJ	14	909	61
TEO	3	96	18
PPS	1	68	6
Other NICS organisations	2	2	2
Corporate competitions	6	20888	2,359

¹ Two corporate competitions provided eligible applicants for 11 departments two competitions provided eligible recruits for 10 departments, one competition provided eligible applicants for 8 departments, one competition provided eligible applicants for 6 departments. Of non- corporate competitions, 3 competitions provided eligible applicants for 3 departments and nine competitions provided eligible applicants for 2 departments.

² Two competitions did not provide any eligible recruits.

Number of competitions, applications and appointments by Department - 2018

2018			
	Number of competitions included in the analysis¹	Eligible Applications	Appointments by 1 Feb 2022
NICS	109²	4006	575
DAERA	23	738	177
DfC	9	108	16
DfE	4	78	10
DE	2	21	4
DoF	17	539	91
DoH	7	55	2
DfI	8	411	89
DoJ	17	1328	86
TEO	2	12	1
PPS	5	196	32
Other NICS organisations	5	95	9
Corporate competitions	9	425	58

¹ One corporate competition provided eligible applicants for 8 departments, one corporate competition provided eligible applicants for 6 departments, 2 competitions provided eligible applicants for 5 departments, one competition provided eligible applicants for 4 departments 2 competitions provided eligible applicants for 3 departments, one competition provided eligible applicants for 2 departments and one competition provided eligible applicants for one department. Of non- corporate competitions, four provided eligible applicants for 2 departments each.

² Four competitions did not provide any eligible recruits.

Analysis of NICS Recruitment Competitions 1 January 2021 – 31 December 2021

Table A.1 Recruitment competitions for NICS jobs with application closing date in 2020: comparison of actual and expected appointees

Equality Category	Description	Eligible Applicants	'Expected' Appointees (based on proportionate success of eligible applicants) ^[1]	Actual Appointees ^[2]	Difference (Actual minus 'Expected')
Overall	Total	12,493	717	717	0
Gender ^[3]	Male	6,476	438	437	-1
	Female	6,014	279	280	1
Community Background ^[4]	Protestant	5,282	294	277	-17
	Catholic	5,989	346	353	7
	Not Determined	1,221	77	87	10
Ethnicity	White	12,230	700	705	5
	Minority Ethnic Groups	263	17	12	-5
Disability	With a declared disability	711	42	29	-13
	Without a declared disability	11,782	675	688	13
Age-group ^[5]	16-24	2,813	146	130	-16
	25-39	6,559	345	375	30
	40-49	1,961	134	129	-5
	50+	1,156	92	83	-9
Sexual Orientation ^[6]	Both sexes	333	16	18	2
	Different Sex	11,292	660	661	1
	Same Sex	508	18	16	-2
NICS employment history ^[7]	Current	1,509	167	186	19
	Previous	917	65	70	5
	None	10,025	479	457	-22

^[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] As at 1 February 2022. Further appointments may be made from these competitions which may change the profile.

^[3] Gender missing for three applicants.

^[4] Community Background missing for one applicant.

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

^[6] Sexual Orientation missing for 360 applicants and 22 appointees.

^[7] NICS employment history missing for 42 applicants and 4 appointees.

Analysis of NICS Recruitment Competitions 1 January 2021 – 31 December 2021

Table A.2 Recruitment competitions for NICS jobs with application closing date in 2019: comparison of actual and expected appointees

Equality Category	Description	Eligible Applicants	'Expected' Appointees (based on proportionate success of eligible applicants) ^[1]	Actual Appointees ^[2]	Difference (Actual minus 'Expected')
Overall	Total	24,323	2,944	2,944	0
Gender	Male	11,866	1,471	1,543	72
	Female	12,457	1,473	1,401	-72
Community Background ^[3]	Protestant	10,318	1,218	1,292	74
	Catholic	11,540	1,435	1,377	-58
	Not Determined	2,462	290	272	-18
Ethnicity ^[4]	White	23,835	2,888	2,906	18
	Minority Ethnic Groups	487	55	38	-17
Disability	With a declared disability	1,669	199	191	-8
	Without a declared disability	22,654	2,745	2,753	8
Age-group ^[5]	16-24	4,773	453	442	-11
	25-39	12,570	1,450	1,623	173
	40-49	4,588	670	626	-44
	50+	2,384	368	250	-118
Sexual Orientation ^[6]	Both sexes	662	65	78	13
	Different Sex	22,621	2,762	2,737	-25
	Same sex	952	105	113	8
NICS employment history ^[7]	Current	5,830	964	1,323	359
	Previous	2,090	240	178	-62
	None	16,331	1,724	1,434	-290

^[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] As at 1 February 2022. Further appointments may be made from these competitions which may change the profile.

^[3] Community background missing for 3 applicants and 3 appointees.

^[4] Ethnicity missing for one applicant.

^[5] Based on age at closing date for applications. Age missing for 8 applicants and 3 appointees.

^[6] Sexual Orientation missing for 88 applicants and 16 appointees.

^[7] NICS employment history missing for 72 applicants and 9 appointees.

Analysis of NICS Recruitment Competitions 1 January 2021 – 31 December 2021

Table A.3 Recruitment competitions for NICS jobs with application closing date in 2018: comparison of actual and expected appointees

Equality Category	Description	Eligible Applicants	'Expected' Appointees (based on proportionate success of eligible applicants) ^[1]	Actual Appointees ^[2]	Difference (Actual minus 'Expected')
Overall	Total	4,006	575	575	0
Gender	Male	2,303	336	314	-22
	Female	1,703	239	261	22
Community Background ^[3]	Protestant	1,847	231	242	11
	Catholic	1,661	273	278	5
	Not Determined	497	70	55	-15
Ethnicity	White	3,944	566	569	3
	Minority Ethnic Groups	62	9	6	-3
Disability	With a declared disability	193	30	21	-9
	Without a declared disability	3,813	545	554	9
Age-group ^[4]	16-24	947	82	75	-7
	25-39	2,064	336	355	19
	40-49	653	103	97	-6
	50+	342	55	48	-7
Sexual Orientation ^[5]	Both sexes	97	12	12	0
	Different Sex	3,747	544	547	3
	Same sex	143	17	13	-4
NICS employment history ^[6]	Current	832	150	196	46
	Previous	301	59	44	-15
	None	2,113	333	298	-35

^[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] As at 1 February 2022. Further appointments may be made from these competitions which may change the profile.

^[3] Community background missing for one applicant.

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

^[5] Sexual Orientation missing for 19 applicants and 3 appointees.

^[6] NICS employment history missing for 760 applicants and 37 appointees.