

ANALYSIS OF NICS RECRUITMENT COMPETITIONS

1 January 2017– 31 December 2017

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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 2017. 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 2017, 88 NICS recruitment competitions were held¹, attracting 5,794 applications. By 1 February 2018, 284 appointments had been made. The only competition held which attracted a high volume of applicants was the Northern Ireland Prison Service competition for Custody Prison Officers, Night Custody Officers and Prisoner Custody Officers (1,697 applicants). There were more competitions than the 51 held in 2016, and the number of applicants was higher than in that year (4,131).

Permanent NICS jobs

- There were 86 competitions for permanent NICS jobs, which attracted a total of 5,581 applications.
- By 1 February 2018, 284 appointments had been made from these competitions. The gender profile of appointees was broadly in line with what would be expected if male and female applicants were equal in merit. A few more Protestants than expected were appointed, while 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 and 50+ age categories. 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 most of the equality categories, the profile of candidates invited to interview was broadly in line with what was expected. However, females were a little more likely to be invited to interview, as were serving NICS staff.
- At the interview stage, the analysis shows that more staff aged 25-39 and more current NICS employees 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, although candidates aged 25-39 were a little more likely to have been offered a job.

Temporary NICS jobs

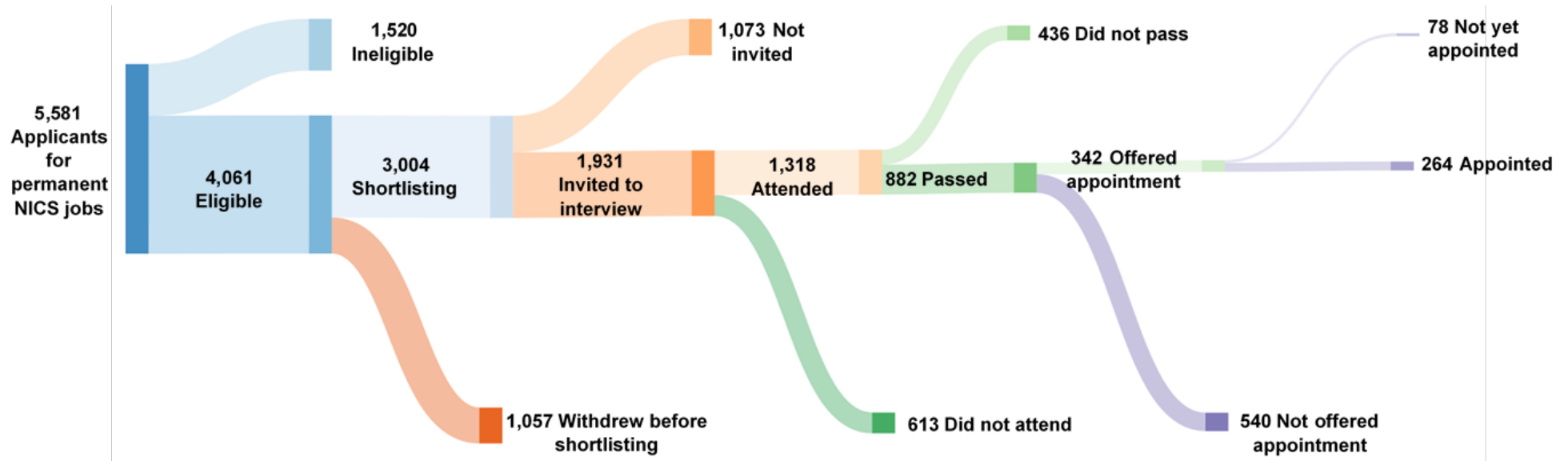
- There were two recruitment competition for temporary NICS jobs. These competitions attracted 213 applications.
- By 1 February 2018, 20 appointments had been made from these competitions. Protestants were a little more likely to be appointed. The profile of appointees across the other equality categories was broadly in line with the expected profile.
- At the interview stage, more females than expected passed. Otherwise, the outcomes for other equality groups at the interim stages of the competition were broadly in line with what would be expected.

Senior Civil Service jobs

- There were nine competitions for Senior Civil Service jobs, attracting 198 applications. By 1 February 2018, 6 appointments had been made from these competitions.
- Equal numbers of males and females were appointed.
- In relation to the key interim stages, current NICS employees and candidates aged 50 or over 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 2017.

Figure 1: Flowchart of stages of competitions for permanent NICS jobs in 2017²



² As at 1 February 2018.

1. Purpose of the report

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

Information is presented on those competitions which had a closing date for applications between 1 January 2017 and 31 December 2017.

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2. NICS recruitment competitions which closed for applications during 2017³

2.1 Applications

During 2017, there were 88 NICS recruitment competitions which closed for applications. The total number of applications received was 5,794.

2.1.1 Applications for permanent jobs

Of the 88 recruitment competitions which closed for applications during 2017, 86 were for permanent NICS jobs. These competitions attracted 5,581 applications. A profile of these applicants⁴ is presented in Table 1.

Around three out of five applicants were male (59.7%), with females representing 40.3% of applicants. In terms of community background, 47.2% of applications were from Protestants, with a smaller proportion from Catholics (40.6%) and 12.2% from applicants whose community background was not determined. The proportion of applications from minority ethnic groups was 2.2% and the proportion of applicants who declared a disability was 3.0%. In terms of age, over half (55.5%) were aged 25-39, with 19.3% aged 16-24 and 18.1% aged 40-49. Fewer than one in ten applicants were aged 50 or over (7.2%). In terms of sexual orientation, 95.4% of applicants stated their orientation was towards someone of a different sex, with 3.0% reporting orientation towards someone of the same sex and 1.6% reporting orientation towards both sexes. For those applicants who provided their NICS employment history, a fifth (20.3%) reported they were a current NICS employee, 9.8% of applicants reported that they had previously been an NICS employee and 69.9% 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 1,697.

2.1.2 Applications for temporary jobs

Of the 88 NICS recruitment competitions analysed in this report, two were for temporary NICS jobs. These competitions attracted 213 applications. A profile of these applicants is presented in Table 2.

³ Competitions for which applications closed between 1 January 2017 and 31 December 2017 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.

Three quarters of applications were from males (75.1%) with 24.9% from females. In terms of community background, the largest proportion of applications received was from Catholics (47.4%), with 39.4% from Protestants and 13.1% from applicants whose community background was not determined. The proportion of applications from minority ethnic groups was 3.3% and the proportion of applicants who declared a disability was 3.3%. In terms of age, nine out of ten applicants were aged 16-24 (89.2%). In relation to sexual orientation, 93.0% of applicants stated their orientation was towards someone of a different sex, with 2.8% reporting orientation towards someone of the same sex and 4.2% reporting orientation towards both sexes. A small proportion of applicants reported they were a current NICS employee (0.9%), or had previously been an NICS employee (0.9%) while 98.1% reported no NICS employment history.

2.2 Analysis of appointments from the 2017 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 2017 for permanent NICS jobs

By 1 February 2018, a total of 264 appointments had been made from 57 of the 86 competitions for permanent NICS jobs, while no appointments had yet been made from the remaining 29 competitions. Analysis of appointments from these 57 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 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 a few more Protestants than expected were appointed (121 rather than 116), while the number of appointees from a Not Determined community background was lower than expected (25 rather than 30). The profile of appointees in terms of a declared disability was in line with the expected profile. In terms of age there were more appointees than expected in the 25-39 and 50+ age categories, while there were fewer than expected in the 16-24 and 40-49 age categories. The number of appointees with NICS experience was higher than might have been expected (64 rather than 46). 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 2017 for temporary NICS jobs

By 1 February 2018, a total of 20 appointments had been made from the two competitions for temporary NICS jobs. Analysis in terms of gender shows that the number of males appointed was a little lower than expected (13 rather than 15) while the number of females appointed was a little higher than expected (7 rather than 5). In terms of community background more Protestants (12 rather than 8) and fewer others (8 rather than 12) than expected were appointed. 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 2017: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	5,581	
Gender⁵	Male	3,333	59.7%
	Female	2,247	40.3%
Community Background⁶	Protestant	2,635	47.2%
	Catholic	2,265	40.6%
	Not Determined	680	12.2%
Ethnicity⁷	White	5,455	97.8%
	Minority Ethnic Groups	124	2.2%
Disability	With a declared disability	165	3.0%
	Without a declared disability	5,416	97.0%
Age-group⁸	16-24	1,076	19.3%
	25-39	3,095	55.5%
	40-49	1,009	18.1%
	50+	400	7.2%
Sexual Orientation⁹	Both sexes	89	1.6%
	Different sex	5,325	95.4%
	Same sex	165	3.0%
NICS employment history¹⁰	Current	770	20.3%
	Previous	370	9.8%
	None	2,644	69.9%

⁵ Gender information missing for 1 applicant.

⁶ Community background information missing for 1 applicant.

⁷ Ethnicity information missing for 2 applicants.

⁸ Based on age at closing date for applications. Age missing for 1 applicant.

⁹ Sexual orientation information missing for 2 applicants.

¹⁰ NICS employment history missing for 1,797 applicants.

Table 2: Recruitment competitions for temporary NICS jobs with application closing date in 2017: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	213	
Gender	Male	160	75.1%
	Female	53	24.9%
Community Background	Protestant	84	39.4%
	Catholic	101	47.4%
	Not Determined	28	13.1%
Ethnicity	White	206	96.7%
	Minority Ethnic Groups	7	3.3%
Disability	With a declared disability	7	3.3%
	Without a declared disability	206	96.7%
Age-group¹¹	16-24	190	89.2%
	25-39	20	9.4%
	40-49	3	1.4%
	50+	0	0.0%
Sexual Orientation	Both sexes	9	4.2%
	Different sex	198	93.0%
	Same sex	6	2.8%
NICS employment history¹²	Current	2	0.9%
	Previous	2	0.9%
	None	207	98.1%

¹¹ Based on age at closing date for applications.

¹² NICS employment history missing for 2 applicants.

Table 3: Recruitment competitions for permanent NICS jobs with application closing date in 2017: comparison of actual and expected appointees¹³

Equality Category	Description	'Expected' Appointees (based on proportionate success of applicants) ¹⁴	Actual Appointees ¹⁵	Difference (Actual minus 'Expected')
Overall	Total	264	264	0
Gender	Male	165	167	2
	Female	99	97	-2
Community Background	Protestant	116	121	5
	Catholic	119	118	-1
	Not Determined	30	25	-5
Ethnicity¹⁶	White	259	#	#
	Minority Ethnic Groups	5	*	#
Disability	With a declared disability	10	9	-1
	Without a declared disability	254	255	1
Age-group¹⁷	16-24	45	37	-8
	25-39	146	156	10
	40-49	50	42	-8
	50+	22	29	7
Sexual Orientation¹⁸	Both sexes/same sex	11	9	-2
	Different sex	253	254	1
NICS employment history¹⁹	Current	46	64	18
	Previous	20	16	-4
	None	147	137	-10

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).

¹³ As of 1 February 2018. Based on proportionate success rates for each group of applicants.

¹⁴ 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.

¹⁵ Further appointments may be made from these competitions, which may change the profile.

¹⁶ Ethnicity information missing for 1 appointee.

¹⁷ Based on age at closing date for applications.

¹⁸ The 'both sexes' and 'same sex' categories were combined due to small numbers of appointees (<5) in the 'both sexes' category. Sexual orientation information missing for 1 appointee.

¹⁹ NICS employment history missing for 47 appointees.

Table 4: Recruitment competitions for temporary NICS jobs with application closing date in 2017: comparison of actual and expected appointees²⁰

Equality Category	Description	'Expected' Appointees (based on proportionate success of applicants)²¹	Actual Appointees²²	Difference (Actual minus 'Expected')
Overall	Total	20	20	0
Gender	Male	15	13	-2
	Female	5	7	2
Community Background²³	Protestant	8	12	4
	Catholic/Not Determined	12	8	-4
Ethnicity	White	19	#	#
	Minority Ethnic Groups	1	*	#
Disability	With a declared disability	1	*	#
	Without a declared disability	19	#	#
Age-group²⁴	16-24	18	18	0
	25-39	2	2	0
	40+	0	0	0
Sexual Orientation²⁵	Both sexes/same sex	2	*	#
	Different sex	18	#	#
NICS employment history	Current	0	0	0
	Previous	0	0	0
	None	19	20	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).

²⁰ As of 1 February 2018. 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 appointees with missing information within that category.

²² Further appointments may be made from this competition, which may change the profile.

²³ The 'Catholic' and 'Not Determined' categories were combined due to small numbers (<5) of appointees in the 'Not Determined' category.

²⁴ Based on age at closing date for applications.

²⁵ The 'both sexes' and 'same sex' categories were combined due to a small number of appointees (<5) in these categories.

2.3 Analysis of interim stages of the 2017 recruitment competitions for permanent NICS jobs

2.3.1 Eligible applicants

Overall, 4,061 of the 5,581 applicants (72.8%) 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. In terms of the equality categories, the largest differences were in relation to community background and gender, with Protestant and female applicants more likely to meet the eligibility criteria. It is also worth noting that current NICS employees were more 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, etc or even a combination of these. Of the 4,061 eligible applicants, a total of 1,057 (26.0%) 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 Protestant candidates were less likely to withdraw, while candidates aged 25-39 were more likely to withdraw from the competition prior to shortlisting. In terms of sexual orientation, candidates whose sexual orientation was towards someone of the same sex were more likely to withdraw at this stage. Across the other categories the differences are quite small.

2.3.3 Applicants invited to interview

Following shortlisting, 1,931 (or 64.3%) of the remaining 3,004 candidates were invited to interview.

The analysis presented in Table 7 shows that the profiles of applicants invited to interview in terms of community background, ethnicity, disability, age and sexual orientation were broadly in line with what would be expected if the groups within each equality category were equal in terms of merit. Female candidates were a little more likely to be invited to interview than their male counterparts, while serving NICS staff were more also more likely to be invited to interview.

Table 5: Recruitment competitions for permanent NICS jobs with application closing date in 2017: comparison of actual and expected eligible applicants²⁶

Equality Category	Description	'Expected' Eligible Applicants (based on proportionate success)²⁷	Actual Eligible Applicants	Difference (Actual minus 'Expected')
Overall	Total	4,061	4,061	0
Gender²⁸	Male	2,382	2,352	-30
	Female	1,678	1,708	30
Community Background²⁹	Protestant	1,955	1,992	37
	Catholic	1,606	1,597	-9
	Not Determined	499	471	-28
Ethnicity³⁰	White	3,972	3,988	16
	Minority Ethnic Groups	88	71	-17
Disability	With a declared disability	117	106	-11
	Without a declared disability	3,944	3,955	11
Age-group³¹	16-24	836	823	-13
	25-39	2,262	2,261	-1
	40-49	700	707	7
	50+	262	269	7
Sexual Orientation³²	Both sexes	68	72	4
	Different sex	3,863	3,864	1
	Same sex	128	123	-5
NICS employment history³³	Current	493	558	65
	Previous	247	250	3
	None	1,670	1,609	-61

²⁶ As of 1 February 2018. Based on proportionate success rates for each group of applicants.

²⁷ 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.

²⁸ Gender information missing for 1 eligible applicant.

²⁹ Community background information missing for 1 eligible applicant.

³⁰ Ethnicity information missing for 2 eligible applicants.

³¹ Based on age at closing date for applications. Age information missing for 1 eligible applicant.

³² Sexual orientation information missing for 2 eligible applicants.

³³ NICS employment history missing for 1,644 eligible applicants.

Table 6: Recruitment competitions for NICS permanent jobs with application closing date in 2017: comparison of actual and expected applicants who withdrew prior to shortlisting³⁴

Equality Category	Description	'Expected' Applicants withdrawn prior to shortlisting (based on proportionate withdrawal)³⁵	Actual Applicants withdrawn prior to shortlisting	Difference (Actual minus 'Expected')
Overall	Total	1,057	1,057	0
Gender³⁶	Male	628	620	-8
	Female	428	436	8
Community Background³⁷	Protestant	612	573	-39
	Catholic	290	316	26
	Not Determined	154	167	13
Ethnicity³⁸	White	1,036	1,032	-4
	Minority Ethnic Groups	20	24	4
Disability	With a declared disability	24	27	3
	Without a declared disability	1,033	1,030	-3
Age-group³⁹	16-24	309	282	-27
	25-39	571	609	38
	40-49	135	139	4
	50+	41	26	-15
Sexual Orientation⁴⁰	Both sexes	25	24	-1
	Different sex	989	971	-18
	Same sex	43	61	18
NICS employment history⁴¹	Current	25	20	-5
	Previous	25	23	-2
	None	154	160	6

³⁴ As of 1 February 2018. Based on proportionate withdrawal rates for each group of eligible applicants.

³⁵ 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.

³⁶ Gender information missing for 1 applicant who withdrew prior to shortlisting.

³⁷ Community background information missing for 1 applicant who withdrew prior to shortlisting.

³⁸ Ethnicity information missing for 1 applicant who withdrew prior to shortlisting.

³⁹ Based on age at closing date for applications. Age information missing for 1 applicant who withdrew prior to shortlisting.

⁴⁰ Sexual orientation information missing for 1 applicant who withdrew prior to shortlisting.

⁴¹ NICS employment history missing for 854 applicants who withdrew prior to shortlisting.

Table 7: Recruitment competitions for NICS permanent jobs with application closing date in 2017: comparison of actual and expected applicants invited to interview⁴²

Equality Category	Description	'Expected' Applicants invited to interview (based on proportionate success)⁴³	Actual Applicants invited to interview	Difference (Actual minus 'Expected')
Overall	Total	1,931	1,931	0
Gender	Male	1,182	1,168	-14
	Female	749	763	14
Community Background	Protestant	934	941	7
	Catholic	798	792	-6
	Not Determined	200	198	-2
Ethnicity⁴⁴	White	1,900	1,905	5
	Minority Ethnic Groups	30	25	-5
Disability	With a declared disability	45	48	3
	Without a declared disability	1,886	1,883	-3
Age-group⁴⁵	16-24	330	337	7
	25-39	1,018	1,014	-4
	40-49	397	398	1
	50+	186	182	-4
Sexual Orientation⁴⁶	Both sexes	33	33	0
	Different sex	1,862	1,863	1
	Same sex	35	34	-1
NICS employment history⁴⁷	Current	363	383	20
	Previous	132	128	-4
	None	872	862	-10

2.3.4 Applicants who attended interview

⁴² As of 1 February 2018. Based on proportionate success rates for each group of applicants available for shortlisting.

⁴³ 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.

⁴⁴ Ethnicity information missing for 1 applicant invited to interview.

⁴⁵ Based on age at closing date for applications.

⁴⁶ Sexual orientation information missing for 1 applicant invited to interview.

⁴⁷ NICS employment history missing for 558 applicants invited to 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 1,931 candidates invited to interview, 1,318 (or 68.3%) attended interview.

Some small differences between the actual and expected numbers of applicants in the various equality categories attending interview were observed. The largest difference was in terms of community background, with Protestants a little more likely to attend interview. Candidates with no NICS experience were less likely to attend interview.

2.3.5 Applicants who passed interview

A total of 882 candidates out of the 1,318 who attended interview (66.9%) 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 more candidates than expected aged 25-39 passed the interview, while fewer candidates aged 16-24 or 40-49 than expected passed. The analysis also shows that current NICS employees were more likely to pass the interview.

2.3.6 Applicants offered appointment

By 1 February 2018, a total of 342 out of the 882 applicants who passed the interview (38.8%) 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 similar to the expected profile. Candidates aged 25-39 were a little more likely to have been offered a job.

2.3.7 Appointed candidates.

Of the 342 applicants offered appointment, 264 (or 77.2%) had started in post by 1 February 2018. 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. Males were a little more likely to have taken up their post by 1 February 2018, while applicants with previous NICS experience were a little less likely to have taken up their post.

Table 8: Recruitment competitions for permanent NICS jobs with application closing date in 2017: comparison of actual and expected applicants who attended interview⁴⁸

Equality Category	Description	'Expected' Applicants who attended interview (based on proportionate attendance)⁴⁹	Actual Applicants who attended interview	Difference (Actual minus 'Expected')
Overall	Total	1,318	1,318	0
Gender	Male	781	775	-6
	Female	537	543	6
Community Background	Protestant	607	629	22
	Catholic	577	557	-20
	Not Determined	135	132	-3
Ethnicity⁵⁰	White	1,301	1,304	3
	Minority Ethnic Groups	16	13	-3
Disability	With a declared disability	35	39	4
	Without a declared disability	1,283	1,279	-4
Age-group⁵¹	16-24	194	193	-1
	25-39	699	702	3
	40-49	286	277	-9
	50+	139	146	7
Sexual Orientation⁵²	Both sexes	20	19	-1
	Different sex	1,276	1,276	0
	Same Sex	21	22	1
NICS employment history⁵³	Current	305	326	21
	Previous	98	101	3
	None	660	633	-27

⁴⁸As of 1 February 2018. Based on proportionate attendance rates for each group of applicants invited to interview.

⁴⁹Totals 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.

⁵⁰Ethnicity information missing for 1 applicant who attended interview.

⁵¹Based on age at closing date for applications.

⁵²Sexual orientation information missing for 1 applicant who attended interview.

⁵³NICS employment history missing for 258 applicants who attended interview.

Table 9: Recruitment competitions for permanent NICS jobs with application closing date in 2017: comparison of actual and expected applicants who passed interview⁵⁴

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success)⁵⁵	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	882	882	0
Gender	Male	524	522	-2
	Female	358	360	2
Community Background	Protestant	414	413	-1
	Catholic	383	380	-3
	Not Determined	85	89	4
Ethnicity⁵⁶	White	872	871	-1
	Minority Ethnic Groups	9	10	1
Disability	With a declared disability	26	24	-2
	Without a declared disability	856	858	2
Age-group⁵⁷	16-24	122	111	-11
	25-39	473	492	19
	40-49	189	181	-8
	50+	98	98	0
Sexual Orientation⁵⁸	Both sexes	12	11	-1
	Different sex	854	853	-1
	Same Sex	15	17	2
NICS employment history⁵⁹	Current	215	228	13
	Previous	67	66	-1
	None	441	431	-10

⁵⁴ As of 1 February 2018. Based on proportionate success rates for each group of applicants who attended interview.

⁵⁵ 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.

⁵⁶ Ethnicity information missing for 1 applicant who passed the interview.

⁵⁷ Based on age at closing date for applications.

⁵⁸ Sexual orientation information missing for 1 applicant who passed the interview.

⁵⁹ NICS employment history missing for 157 applicants who passed the interview.

Table 10: Recruitment competitions for permanent NICS jobs with application closing date in 2017: comparison of actual and expected applicants offered appointment⁶⁰

Equality Category	Description	'Expected' Applicants offered appointment (based on proportionate success) ⁶¹	Actual Applicants offered appointment	Difference (Actual minus 'Expected')
Overall	Total	342	342	0
Gender	Male	200	205	5
	Female	142	137	-5
Community Background	Protestant	166	161	-5
	Catholic	136	143	7
	Not Determined	40	38	-2
Ethnicity⁶²	White	339	#	#
	Minority Ethnic Groups	3	*	#
Disability	With a declared disability	10	9	-1
	Without a declared disability	332	333	1
Age-group⁶³	16-24	54	51	-3
	25-39	194	205	11
	40-49	59	53	-6
	50+	35	33	-2
Sexual Orientation⁶⁴	Both sexes	6	7	1
	Different sex	328	328	0
	Same sex	7	6	-1
NICS employment history⁶⁵	Current	76	74	-2
	Previous	25	28	3
	None	159	158	-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).

⁶⁰ As of 1 February 2018. Based on proportionate success rates for each group of applicants who passed the interview.

⁶¹ 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.

⁶² Ethnicity information missing for 1 applicant offered appointment.

⁶³ Based on age at closing date for applications.

⁶⁴ Sexual orientation information missing for 1 applicant offered appointment.

⁶⁵ NICS employment history information missing for 82 applicants offered appointment.

Table 11: Recruitment competitions for permanent NICS jobs with application closing date in 2017: comparison of actual and expected appointees⁶⁶

Equality Category	Description	'Expected' Appointees (based on proportionate success) ⁶⁷	Actual Appointees ⁶⁸	Difference (Actual minus 'Expected')
Overall	Total	264	264	0
Gender	Male	162	167	5
	Female	102	97	-5
Community Background	Protestant	121	121	0
	Catholic	115	118	3
	Not Determined	28	25	-3
Ethnicity⁶⁹	White	262	#	#
	Minority Ethnic Groups	1	*	#
Disability	With a declared disability	8	9	1
	Without a declared disability	256	255	-1
Age-group⁷⁰	16-24	37	37	0
	25-39	159	156	-3
	40-49	41	42	1
	50+	27	29	2
Sexual Orientation⁷¹	Both sexes/ same sex	10	9	-1
	Different sex	253	254	1
NICS employment history⁷²	Current	62	64	2
	Previous	22	16	-6
	None	133	137	4

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

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

⁶⁶ As of 1 February 2018. Based on proportionate success rates for each group of applicants offered appointment.

⁶⁷ 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.

⁶⁸ Further appointments may be made from these competitions, which may change the profile.

⁶⁹ Ethnicity information missing for 1 appointee.

⁷⁰ Based on age at closing date for applications.

⁷¹ The 'both sexes' and 'same sex' categories were combined due to small numbers of appointees (<5) in the 'both sexes' category. Sexual orientation information missing for 1 appointee.

⁷² NICS employment history missing for 47 appointees.

2.4 Analysis of interim stages of the 2017 recruitment competitions for temporary NICS jobs

2.4.1 Eligible applicants

Overall, 198 of the 213 applicants (93.0%) were deemed eligible for the competition for which they had applied.

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

2.4.2 Applicants who withdrew prior to shortlisting

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 116 of the 198 applicants (or 58.6%) invited to interview actually attended. In Table 13, the profile of the 116 candidates who attended interview is compared with the expected profile, based on those candidates who were invited to interview.

The analysis shows that in terms of community background, the number of Catholics who attended interview was lower than expected, while the number of Protestants was a little higher than expected. For the other equality categories no noteworthy differences were observed.

Table 12: Recruitment competitions for temporary NICS jobs with application closing date in 2017: comparison of actual and expected eligible applicants⁷³

Equality Category	Description	'Expected' Eligible Applicants (based on proportionate success)⁷⁴	Actual Eligible Applicants	Difference (Actual minus 'Expected')
Overall	Total	198	198	0
Gender	Male	149	148	-1
	Female	49	50	1
Community Background	Protestant	78	78	0
	Catholic	94	95	1
	Not Determined	26	25	-1
Ethnicity	White	192	192	0
	Minority Ethnic Groups	6	6	0
Disability	With a declared disability	7	7	0
	Without a declared disability	191	191	0
Age-group⁷⁵	16-24	177	182	5
	25-39	19	16	-3
	40-49	3	0	-3
	50+	0	0	0
Sexual Orientation⁷⁶	Both sexes/ same sex	14	13	-1
	Different sex	184	185	1
NICS employment history⁷⁷	Current	2	0	-2
	Previous	2	2	0
	None	193	195	2

⁷³ As of 1 February 2018. Based on proportionate success rates for each group of applicants.

⁷⁴ 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.

⁷⁵ Based on age at closing date for applications.

⁷⁶ The 'both sexes' and 'same sex' categories were combined due to small numbers of eligible applicants (<5) in the 'same sex' category.

⁷⁷ NICS employment history missing for 1 eligible applicant.

Table 13: Recruitment competitions for temporary NICS jobs with application closing date in 2017: comparison of actual and expected applicants who attended interview⁷⁸

Equality Category	Description	'Expected' Applicants who attended interview (based on proportionate attendance)⁷⁹	Actual Applicants who attended interview	Difference (Actual minus 'Expected')
Overall	Total	116	116	0
Gender	Male	87	89	2
	Female	29	27	-2
Community Background	Protestant	46	53	7
	Catholic	56	45	-11
	Not Determined	15	18	3
Ethnicity	White	113	111	-2
	Minority Ethnic Groups	3	5	2
Disability	With a declared disability	4	7	3
	Without a declared disability	112	109	-3
Age-group⁸⁰	16-24	107	107	0
	25-39	9	9	0
	40-49	0	0	0
	50+	0	0	0
Sexual Orientation⁸¹	Both sexes/ same sex	8	10	2
	Different sex	108	106	-2
NICS employment history⁸²	Current	0	0	0
	Previous	1	0	-1
	None	114	115	1

⁷⁸ As of 1 February 2018. Based on proportionate attendance rates for each group of applicants invited to interview.

⁷⁹ 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.

⁸⁰ Based on age at closing date for applications.

⁸¹ The 'both sexes' and 'same sex' categories were combined due to small numbers of eligible applicants (<5) in the 'same sex' category.

⁸² NICS employment history missing for 1 applicant who attended interview.

2.4.5 Applicants who passed interview

Of the 116 candidates who attended interview, 84 candidates (72.4%) 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 a higher than expected number of females passed the interview.

2.4.6 Applicants offered appointment

By 1 February 2018, a total of 20 out of the 84 applicants who passed the interview had been offered a job (23.8%). 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 2018, all 20 applicants offered appointment had been appointed.

Table 14: Recruitment competitions for temporary NICS jobs with application closing date in 2017: comparison of actual and expected applicants who passed interview⁸³

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success) ⁸⁴	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	84	84	0
Gender	Male	64	59	-5
	Female	20	25	5
Community Background	Protestant	38	40	2
	Catholic	33	32	-1
	Not Determined	13	12	-1
Ethnicity	White	80	#	#
	Minority Ethnic Groups	4	*	#
Disability	With a declared disability	5	5	0
	Without a declared disability	79	79	0
Age-group⁸⁵	16-24	78	78	0
	25-39	6	6	0
	40-49	0	0	0
	50+	0	0	0
Sexual Orientation⁸⁶	Both sexes/same sex	7	6	-1
	Different sex	77	78	1
NICS employment history⁸⁷	Current	0	0	0
	Previous	0	0	0
	None	83	83	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).

⁸³ As of 1 February 2018. Based on proportionate success rates for each group of applicants who attended interview.

⁸⁴ 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.

⁸⁵ Based on age at closing date for applications.

⁸⁶ The 'both sexes' and 'same sex' categories were combined due to small numbers of applicants who passed the interview (<5) in these categories.

⁸⁷ NICS employment history missing for 1 applicant who passed the interview.

Table 15: Recruitment competitions for temporary NICS jobs with application closing date in 2017: comparison of actual and expected applicants offered appointment⁸⁸

Equality Category	Description	'Expected' Applicants offered appointment (based on proportionate success) ⁸⁹	Actual Applicants offered appointment	Difference (Actual minus 'Expected')
Overall	Total	20	20	0
Gender	Male	14	13	-1
	Female	6	7	1
Community Background⁹⁰	Protestant	9	12	3
	Catholic/Not Determined	11	8	-3
Ethnicity	White	19	#	#
	Minority Ethnic Groups	1	*	#
Disability	With a declared disability	1	*	#
	Without a declared disability	19	#	#
Age-group⁹¹	16-24	19	18	-1
	25-39	1	2	1
	40-49	0	0	0
	50+	0	0	0
Sexual Orientation⁹²	Both sexes/same sex	2	*	#
	Different sex	18	#	#
NICS employment history	Current	0	0	0
	Previous	0	0	0
	None	20	20	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).

⁸⁸ As of 1 February 2018. Based on proportionate success rates for each group of applicants who passed the interview.

⁸⁹ 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.

⁹⁰ The 'Catholic' and 'Not Determined' categories were combined due to small numbers (<5) of appointees in the 'Not Determined' category.

⁹¹ Based on age at closing date for applications.

⁹² The 'both sexes' and 'same sex' categories were combined due to small numbers of applicants offered appointment (<5) in these categories.

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3. NICS Senior Civil Service recruitment competitions which closed for applications during 2017⁹³

3.1 Applications

A total of nine Senior Civil Service competitions with a closing date for applications in 2017 were held. The total number of applications received was 198. A profile of the applicants is presented in Table 16.

Over half of applications were from males (54.5%), with 45.5% of applications from females. In terms of community background, similar proportions of applications were from Protestants (44.9%) and Catholics (46.0%), with 9.1% from candidates whose community background was not determined. The proportion of applicants from a minority ethnic background was 3.0%. In terms of age, around half of applicants were aged 40-49 (49.0%) with a third (33.8%) aged 50 or over and 17.2% aged under 40. Over two fifths of candidates (44.1%) reported that they were a current NICS employee, with a similar proportion (42.9%) 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 2018, a total of 6 candidates had been appointed from four competitions, while no appointments had yet been made from the other five competitions. Given the small number of appointments, no analysis is presented. Equal numbers of males and 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.

⁹³ Competitions for which applications closed between 1 January 2017 and 31 December 2017 are included.

Table 16: Recruitment competitions for permanent NICS Senior Civil Service jobs with application closing date in 2017: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	198	
Gender	Male	108	54.5%
	Female	90	45.5%
Community Background	Protestant	89	44.9%
	Catholic	91	46.0%
	Not Determined	18	9.1%
Ethnicity	White	192	97.0%
	Minority Ethnic Groups	6	3.0%
Disability	With a declared disability	*	#
	Without a declared disability	#	#
Age-group⁹⁴	16-24	0	0.0%
	25-39	34	17.2%
	40-49	97	49.0%
	50+	67	33.8%
Sexual Orientation⁹⁵	Both sexes/ same sex	*	#
	Different sex	#	#
NICS employment history⁹⁶	Current	78	44.1%
	Previous	23	13.0%
	None	76	42.9%

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).

⁹⁴ Based on age at closing date for applications.

⁹⁵ The 'both sexes' and 'same sex' categories were combined due to small numbers in these categories.

⁹⁶ NICS employment history missing for 21 applicants.

3.3 Analysis of key interim stages of the 2017 recruitment competitions for NICS Senior Civil Service jobs

3.3.1 Eligible applicants

Overall, 90 of the 198 applicants (45.5%) 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 aged 50 or over were also more likely to be eligible.

3.3.3 Applicants who passed interview

A total of 38 candidates out of the 69 who attended interview (55.1%) 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.

Table 17: Recruitment competitions for NICS Senior Civil Service jobs with application closing date in 2017: comparison of actual and expected eligible applicants⁹⁷

Equality Category	Description	'Expected' Eligible Applicants (based on proportionate success)⁹⁸	Actual Eligible Applicants	Difference (Actual minus 'Expected')
Overall	Total	90	90	0
Gender	Male	50	46	-4
	Female	40	44	4
Community Background	Protestant	37	38	1
	Catholic	43	45	2
	Not Determined	10	7	-3
Ethnicity	White	87	#	#
	Minority Ethnic Groups	3	*	#
Disability	With a declared disability	2	*	#
	Without a declared disability	88	#	#
Age-group⁹⁹	16-24	0	0	0
	25-39	16	13	-3
	40-49	42	36	-6
	50+	32	41	9
Sexual Orientation¹⁰⁰	Both sexes/ same sex	2	*	#
	Different sex	88	#	#
NICS employment history¹⁰¹	Current	33	45	12
	Previous	10	10	0
	None	34	20	-14

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

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

⁹⁷ As of 1 February 2018. Based on proportionate success rates for each group of applicants.

⁹⁸ 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.

⁹⁹ Based on age at closing date for applications.

¹⁰⁰ The 'both sexes' and 'same sex' categories were combined due to small numbers of eligible applicants (<5) in these categories.

¹⁰¹ NICS employment history missing for 15 eligible applicants.

Table 18: Recruitment competitions for NICS Senior Civil Service jobs with application closing date in 2017: comparison of actual and expected applicants who passed interview¹⁰²

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success) ¹⁰³	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	38	38	0
Gender	Male	20	22	2
	Female	18	16	-2
Community Background	Protestant	16	19	3
	Catholic	17	14	-3
	Not Determined	5	5	0
Ethnicity	White	37	#	#
	Minority Ethnic Groups	1	*	#
Disability	With a declared disability	1	*	#
	Without a declared disability	37	#	#
Age-group¹⁰⁴	16-24	0	0	0
	25-39	5	4	-1
	40-49	12	12	0
	50+	21	22	1
Sexual Orientation¹⁰⁵	Both sexes/ same sex	0	*	#
	Different sex	38	#	#
NICS employment history¹⁰⁶	Current	23	25	2
	Previous	3	2	-1
	None	9	8	-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).

¹⁰² As of 1 February 2018. Based on proportionate success rates for each group of applicants who attended interview.

¹⁰³ 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.

¹⁰⁴ Based on age at closing date for applications.

¹⁰⁵ The 'both sexes' and 'same sex' categories were combined due to small numbers (<5) who passed the interview in the 'both sexes' category.

¹⁰⁶ NICS employment history missing for 3 applicants who passed the interview.

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4. Further Information

4.1 Information on Quality

Relevance to users

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

Accuracy

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

Accessibility and Clarity

3. The publication is available on the NISRA website.

Assessment of User Needs and Perceptions

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

Performance, Cost and Respondent Burden

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

Confidentiality, Transparency and Security

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

4.2 Next Publication:

March 2019

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:

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ANNEX A – Departmental information and updated appointee profiles for competitions held during 2014, 2015 and 2016

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 2014, 2015 and 2016, as well as high-level departmental information for these years, and for 2017. The figures are as at 1 February 2018 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 (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 - 2017

2017			
	Number of competitions included in the analysis¹⁰⁷	Applications	Appointments by 1 February 2018
NICS	88	5,794	284
DAERA	13	391	15
DfC	4	424	5
DfE	2	103	7
DE	0	0	0
DoF	26	1,058	85
DoH	6	68	2
DfI	13	607	39
DoJ	10	2,511	76
TEO	1	4	0
PPS	2	173	15
Other NICS organisations	3	113	5
Corporate competitions	9	615	51

¹⁰⁷ 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	Applications	Appointments by 1 February 2018
NICS	51	4,131	419
DAERA	9	127	11
DfC	2	1,267	176
DfE	1	9	2
DE	4	54	6
DoF	12	562	69
DoH	3	32	2
DfI	5	770	37
DoJ	5	555	18
TEO	2	234	4
Other NICS organisations	3	70	2
Corporate competitions	5	451	92

Number of competitions, applications and appointments by Department - 2015

2015			
	Number of competitions included in the analysis	Applications	Appointments by 1 February 2018
NICS	21	4,579	274
DARD	1	43	1
DCAL	4	96	5
DE	0	0	0
DEL	0	0	0
DETI	0	0	0
DFP	4	44	4
DHSSPS	2	19	1
DOE	1	9	1
DOJ	3	3,723	225
DRD	1	3	1
DSD	0	0	0
OFMDFM	1	6	1
PPS	2	288	2
Other NICS organisations	0	0	0
Corporate competitions	2	348	33

Number of competitions, applications and appointments by Department - 2014

2014			
	Number of competitions included in the analysis¹⁰⁸	Applications	Appointments by 1 February 2018¹⁰⁹
NICS	71	6,192	169
DARD	13	858	15
DCAL	4	435	11
DE	10	159	16
DEL	2	84	3
DETI	0	0	0
DFP	18	760	20
DHSSPS	5	33	3
DOE	5	390	58
DOJ	5	238	10
DRD	9	437	22
DSD	1	28	3
OFMDFM	1	19	0
PPS	2	143	7
Other NICS organisations	1	2	0
Corporate competitions	2	2,928	25

¹⁰⁸ Five competitions are included in more than one Department's figures.

¹⁰⁹ Note that the number of appointments is unchanged from that at 1 February 2017 in the previous report.

Table A.1: Recruitment competitions for NICS jobs with application closing date in 2016: applicants and comparison of actual and expected appointees¹¹⁰

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ¹¹¹	Actual Appointees ¹¹²	Difference (Actual minus 'Expected')
Overall	Total	4,131	419	419	0
Gender	Male	2,432	241	230	-11
	Female	1,699	178	189	11
Community Background	Protestant	1,805	182	206	24
	Catholic	1,909	199	183	-16
	Not Determined	417	38	30	-8
Ethnicity	White	4,070	413	#	#
	Minority Ethnic Groups	61	6	*	#
Disability	With a declared disability	146	17	12	-5
	Without a declared disability	3,985	402	407	5
Age-group ¹¹³	16-24	889	93	82	-11
	25-39	2,282	237	250	13
	40-49	609	56	58	2
	50+	351	32	29	-3
Sexual Orientation	Both sexes	76	7	6	-1
	Different sex	3,916	398	397	-1
	Same sex	139	14	16	2
NICS employment history ¹¹⁴	Current	559	65	88	23
	Previous	403	47	43	-4
	None	3,055	296	270	-26

¹¹⁰ As of 1 February 2018. Based on proportionate success rates for each group of applicants.

¹¹¹ 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.

¹¹² Further appointments may be made from these competitions, which may change the profile.

¹¹³ Based on age at closing date for applications.

¹¹⁴ NICS employment history missing for 114 applicants and 18 appointees.

Table A.2: Recruitment competitions for NICS jobs with application closing date in 2015: applicants and comparison of actual and expected appointees¹¹⁵

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ¹¹⁶	Actual Appointees ¹¹⁷	Difference (Actual minus 'Expected')
Overall	Total	4,579	274	274	0
Gender	Male	2,824	176	177	1
	Female	1,755	98	97	-1
Community Background	Protestant	2,696	161	165	4
	Catholic	1,323	79	64	-15
	Not Determined	560	33	45	12
Ethnicity	White	4,512	269	274	5
	Minority Ethnic Groups	67	5	0	-5
Disability	With a declared disability	110	7	8	1
	Without a declared disability	4,469	267	266	-1
Age-group ¹¹⁸	16-24	1,519	97	92	-5
	25-39	2,191	129	143	14
	40-49	609	35	28	-7
	50+	260	13	11	-2
Sexual Orientation ¹¹⁹	Both sexes/ same sex	243	16	12	-4
	Different sex	4,336	258	262	4
NICS employment history ¹²⁰	Current	104	4	13	9
	Previous	53	3	4	1
	None	748	46	56	10

¹¹⁵ As of 1 February 2018. Based on proportionate success rates for each group of applicants.

¹¹⁶ 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.

¹¹⁷ Further appointments may be made from these competitions, which may change the profile.

¹¹⁸ Based on age at closing date for applications.

¹¹⁹ The 'both sexes' and 'same sex' categories were combined due to small numbers of appointees (<5) in the 'both sexes' category.

¹²⁰ NICS employment history missing for 3,674 applicants and 201 appointees.

Table A.3: Recruitment competitions for NICS jobs with application closing date in 2014: applicants and comparison of actual and expected appointees^{121,122}

Equality Category	Description	Applicants	'Expected' Appointees (based on proportionate success of applicants) ¹²³	Actual Appointees ¹²⁴	Difference (Actual minus 'Expected')
Overall	Total	6,192	169	169	0
Gender ¹²⁵	Male	3,567	127	109	18
	Female	2,620	42	60	-18
Community Background	Protestant	2,526	71	64	-7
	Catholic	3,229	83	98	15
	Not Determined	437	14	7	-7
Ethnicity ¹²⁶	White	6,068	166	#	#
	Minority Ethnic Groups	114	3	*	#
Disability	With a declared disability	206	3	*	#
	Without a declared disability	5,986	166	#	#
Age-group ¹²⁷	16-24	1,755	44	47	3
	25-39	3,280	75	70	-5
	40-49	777	31	38	7
	50+	377	19	14	-5
Sexual Orientation ¹²⁸	Both sexes/ same sex	222	3	5	2
	Different sex	5,966	166	164	-2
NICS employment history ¹²⁹	Current	571	17	27	10
	Previous	292	9	10	1
	None	2,742	140	128	-12

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).

¹²¹ As of 1 February 2018. Based on proportionate success rates for each group of applicants.

¹²² Number of appointees unchanged from the previous report, which provided the number of appointees at 1 February 2017.

¹²³ 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.

¹²⁴ Further appointments may be made from these competitions, which may change the profile.

¹²⁵ Gender information missing for 5 applicants.

¹²⁶ Ethnicity information missing for 10 applicants.

¹²⁷ Based on age at closing date for applications. Age missing/invalid for 3 applicants.

¹²⁸ The 'both sexes' and 'same sex' categories were combined due to small numbers of appointees (<5) in these categories. Sexual orientation information missing for 4 applicants.

¹²⁹ NICS employment history missing for 2,587 applicants and 4 appointees.