

ANALYSIS OF NICS RECRUITMENT COMPETITIONS

1 January 2017– 31 December 2017

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Northern Ireland
Statistics and Research Agency

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

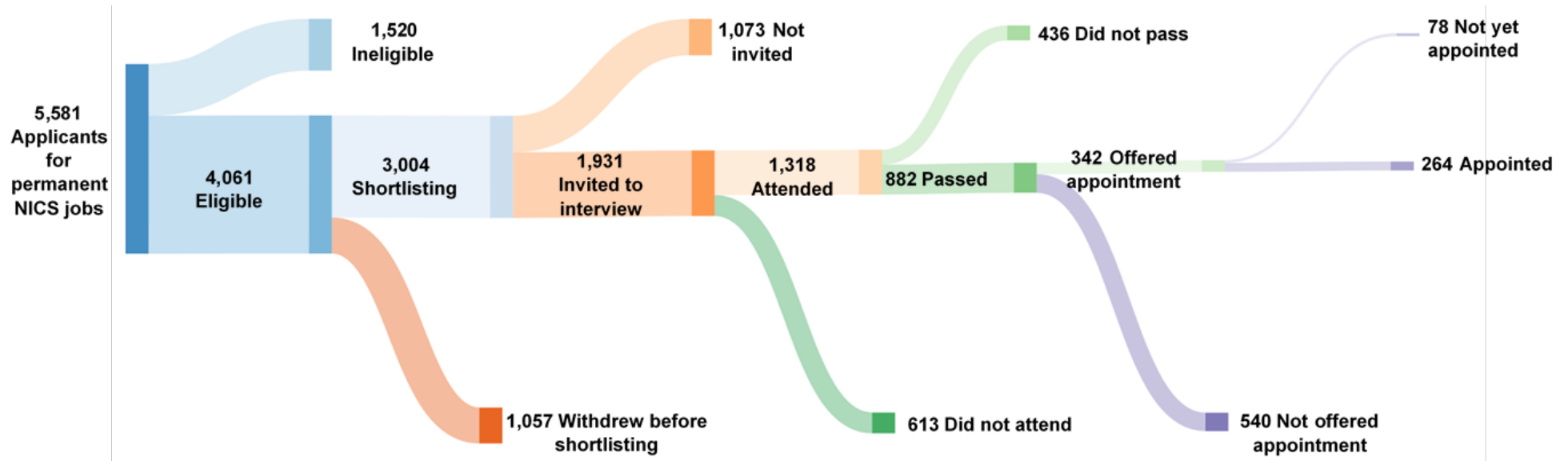
- There were two recruitment competition for temporary NICS jobs. These competitions attracted 213 applications.
- By 1 February 2018, 20 appointments had been made from these competitions. Protestants were a little more likely to be appointed. The profile of appointees across the other equality categories 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:

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

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

ANNEX A – Departmental information and updated appointee profiles for competitions held during 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.