

ANALYSIS OF NICS RECRUITMENT COMPETITIONS

1 January 2013 – 31 December 2013

March 2014



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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). 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 2013, 105 NICS recruitment competitions were held¹, attracting 31,205 applications.

Permanent NICS jobs

- There were 92 competitions for permanent NICS jobs, which attracted a total of 27,475 applications.
- By 1 February 2014, 377 appointments had been made from these competitions. Fewer than expected males, Catholics and older candidates were appointed. The number of appointees with no NICS experience was also lower than might have been expected. These findings are consistent with those in the 2012 report. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.
- In relation to the first key selection stage (invitation to interview), the analysis shows that fewer than expected Catholics, candidates with a disability, from a minority ethnic group or in the older age categories were invited to interview. However, NICS employees were more successful at this stage.
- At the interview stage, the analysis shows that fewer than expected males and candidates aged 40 or over passed the interview. Current NICS employees were more likely to be successful at the interview stage. There were no significant imbalances across other equality categories.
- The analysis shows that of those candidates who passed the interview, a slightly lower than expected number of males were offered appointment. More Catholics, candidates aged 16-24 and NICS employees than expected were offered appointment.

Temporary NICS jobs

- There were 13 recruitment competitions for temporary NICS jobs. These competitions attracted 3,730 applications.
- By 1 February 2014, 144 appointments had been made from these competitions. The analysis shows that fewer females, Catholics and candidates aged 40 or over were appointed than might have been expected if the groups of applicants within each equality category had been equal in merit. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.
- Analysis of the interim stages of the competitions reveals that fewer than expected Catholics were successful at the 'invitation to interview' and 'offer appointment' stages. Fewer than expected females who passed the interview were offered appointment, while younger candidates tended to be more likely to be successful at the invitation to interview and offer appointment stages.

Senior Civil Service jobs

- There were 19 competitions for Senior Civil Service jobs, attracting 1,044 applications. By 1 February 2014, 17 appointments had been made from these competitions.
- Analysis of the overall outcome shows that more candidates in the older age categories and more NICS employees than expected were appointed. In relation to the interim stages, fewer males than expected were invited to interview. Further appointments may be made from these competitions, which could change the profile of appointees.

¹ Had a closing date for applications between 1 January and 31 December 2013.

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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.

More detailed explanatory analysis on individual competitions will be presented in the annual report “Equality Statistics for the Northern Ireland Civil Service”.

Information is presented on those competitions which had a closing date for applications between 1 January 2013 and 31 December 2013.

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2. NICS recruitment competitions which closed for applications during 2013²

2.1 Applications

In 2013, there were 105 NICS recruitment competitions which closed for applications. The total number of applications received was 31,205.

2.1.1 Applications for permanent jobs

Of the 105 recruitment competitions which closed for applications during 2013, 92 were for permanent NICS jobs. These competitions attracted 27,475 applications. A profile of these applicants³ is presented in Table 1.

Over half of applicants were male (53.0%) with females representing 47.0% of applicants. In terms of community background, similar proportions of applications received were from Protestants (47.1%) and Catholics (46.0%) while 6.8% of applications were from those whose community background was not determined. The proportion of applications from minority ethnic groups was 1.2% and the proportion of applicants who declared a disability was 2.8%. In terms of age, over half of applicants (51.5%) were aged 25-39, with 31.3% aged 16-24. Approximately one in twenty applicants were aged 50 or over (5.4%). In terms of sexual orientation, 96.3% of applicants stated their orientation was towards someone of a different sex, with 2.7% reporting orientation towards someone of the same sex and 1.0% reporting orientation towards both sexes. One in nine applicants (11.0%) reported they were a current NICS employee, with a similar proportion (10.9%) reporting that they had previously been an NICS employee and 78.1% reporting no NICS employment history.

It should be noted that the profile of applicants is dependent on the occupations for which jobs were advertised. 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 2 to 15,673.

2.1.2 Applications for temporary jobs

Of the 105 NICS recruitment competitions analysed in this report, 13 were for temporary NICS jobs. These competitions attracted 3,730 applications. A profile of these applicants is presented in Table 2.

A majority of applications were from males (53.0%), with 47.0% from females. In terms of community background, over half of all applications received were from

² Competitions for which applications closed between 1 January 2013 and 31 December 2013 are included.

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

Catholics (52.9%), 39.5% were from Protestants and 7.6% were from applicants whose community background was not determined. The proportion of applications from minority ethnic groups was 1.5% and the proportion of applicants who declared a disability was 3.7%. In terms of age, almost half of applicants (49.1%) were aged 16-24, with 37.8% aged 25-39. In the older age categories, 8.1% of applicants were aged 40-49 and 5.0% of applicants were aged 50 or over. In relation to sexual orientation, 95.7% of applicants stated their orientation was towards someone of a different sex, with 2.7% reporting orientation towards someone of the same sex and 1.6% reporting orientation towards both sexes. The proportion of applicants who reported they were a current NICS employee was 3.3%, while 13.5% reported that they had previously been an NICS employee and 83.1% reported no NICS employment history.

The number of applicants for each of the various competitions with a closing date in 2013 ranged from 6 to 3,209.

2.2 Analysis of appointments from the 2013 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 2013 for permanent NICS jobs

By 1 February 2014, a total of 377 appointments had been made from 59 of the 92 competitions for permanent NICS jobs, while no appointments had been made from the remaining 33 competitions. Analysis of appointments from these 59 competitions reveals disparities between the actual number of appointees and the number expected if applicants within each category had been equal in merit across a number of equality groups. Details are shown in Table 3.

In terms of gender, more females and fewer males than expected (216 rather than 229) were appointed. The analysis in terms of community background shows the number of Catholic appointees was lower than expected (153 rather than 164), while the number of appointees who were Protestant was higher than expected. In terms of age there were fewer appointees than expected in the older age categories. The number of appointees with no NICS experience was also lower than might have been expected (181 rather than 207); the converse was true for current NICS staff (88 appointed compared with 55 expected). These findings are consistent with those in the 2012 report. 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 2013 for temporary NICS jobs

By 1 February 2014, a total of 144 appointments had been made from 12 of the 13 competitions for temporary NICS jobs, while no appointments had been made from

the remaining competition. Analysis in terms of gender shows that fewer than expected females were appointed (47 rather than 56). In terms of community background, substantially fewer Catholics were appointed than would be expected if the groups were equal in terms of merit (61 rather than 77). In terms of age, fewer than expected candidates aged 40 and over were appointed (8 rather than 14). Candidates with no NICS experience were less likely to be 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 2013: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	27,475	
Gender⁴	Male	14,562	53.0%
	Female	12,896	47.0%
Community Background	Protestant	12,953	47.1%
	Catholic	12,643	46.0%
	Not Determined	1,879	6.8%
Ethnicity⁵	White	27,125	98.8%
	Minority Ethnic Groups	325	1.2%
Disability	With a declared disability	773	2.8%
	Without a declared disability	26,702	97.2%
Age-group⁶	16-24	8,594	31.3%
	25-39	14,160	51.5%
	40-49	3,243	11.8%
	50+	1,474	5.4%
Sexual Orientation⁷	Both sexes	276	1.0%
	Different sex	26,418	96.3%
	Same sex	744	2.7%
NICS employment history⁸	Current	2,319	11.0%
	Previous	2,293	10.9%
	None	16,442	78.1%

⁴ Gender information missing for 17 applicants.

⁵ Ethnicity data missing for 25 applicants.

⁶ Based on age at closing date for applications. Age information is missing or invalid for 4 applicants.

⁷ Sexual orientation information missing for 37 applicants.

⁸ NICS employment history missing for 6,421 applicants. For competitions organised by NI Prison Service (3,353 applicants), this information is not stored in a manner readily available for analysis. For the Fast Stream Staff Officer competition, this information is collected after candidates have passed the online test stage and so is missing for 2,971 applicants. For other competitions, this information is missing for 97 applicants.

Table 2: Recruitment competitions for temporary NICS jobs with application closing date in 2013: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	3,730	
Gender⁹	Male	1,975	53.0%
	Female	1,754	47.0%
Community Background	Protestant	1,472	39.5%
	Catholic	1,975	52.9%
	Not Determined	283	7.6%
Ethnicity¹⁰	White	3,671	98.5%
	Minority Ethnic Groups	56	1.5%
Disability	With a declared disability	138	3.7%
	Without a declared disability	3,592	96.3%
Age-group¹¹	16-24	1,833	49.1%
	25-39	1,410	37.8%
	40-49	301	8.1%
	50+	186	5.0%
Sexual Orientation¹²	Both sexes	61	1.6%
	Different sex	3,564	95.7%
	Same sex	99	2.7%
NICS employment history¹³	Current	124	3.3%
	Previous	502	13.5%
	None	3,083	83.1%

⁹ Gender data missing for 1 applicant.

¹⁰ Ethnicity data missing for 3 applicants.

¹¹ Based on age at closing date for applications.

¹² Sexual orientation information missing for 6 applicants.

¹³ NICS employment history missing for 21 applicants.

Table 3: Recruitment competitions for permanent NICS jobs with application closing date in 2013: comparison of actual and expected appointees¹⁴

Equality Category	Description	'Expected' Appointees (based on proportionate success of applicants) ¹⁵	Actual Appointees ¹⁶	Difference (Actual minus 'Expected')
Overall	Total	377	377	0
Gender	Male	229	216	-13
	Female	148	161	13
Community Background	Protestant	181	195	14
	Catholic	164	153	-11
	Not Determined	32	29	-3
Ethnicity	White	371	#	#
	Minority Ethnic Groups	5	*	#
Disability	With a declared disability	8	*	#
	Without a declared disability	369	#	#
Age-group¹⁷	16-24	81	84	3
	25-39	208	220	12
	40-49	60	49	-11
	50+	27	24	-3
Sexual Orientation¹⁸	Both sexes/ same sex	12	14	2
	Different sex	363	362	-1
NICS employment history¹⁹	Current	55	88	33
	Previous	34	27	-7
	None	207	181	-26

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).

¹⁴ As of 1 February 2014. Based on proportionate success rates for each group of applicants.

¹⁵ 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.

¹⁶ Further appointments may be made from these competitions, which may change the profile.

¹⁷ Based on age at closing date for applications.

¹⁸ Sexual orientation information missing for 1 appointee.

¹⁹ NICS employment history missing for 81 appointees.

Table 4: Recruitment competitions for temporary NICS jobs with application closing date in 2013: 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	144	144	0
Gender	Male	88	97	9
	Female	56	47	-9
Community Background	Protestant	53	69	16
	Catholic	77	61	-16
	Not Determined	14	14	0
Ethnicity	White	141	#	#
	Minority Ethnic Groups	3	*	#
Disability	With a declared disability	4	*	#
	Without a declared disability	140	#	#
Age-group²³	16-24	74	74	0
	25-39	56	62	6
	40+	14	8	-6
Sexual Orientation	Both sexes/ same sex	5	8	3
	Different sex	138	136	-2
NICS employment history²⁴	Current	11	17	6
	Previous	14	16	2
	None	117	109	-8

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 2014. 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 these competitions, which may change the profile.

²³ Based on age at closing date for applications.

²⁴ NICS employment history missing for 2 appointees.

2.3 Analysis of interim stages of the 2013 recruitment competitions for permanent NICS jobs

2.3.1 Eligible applicants

Overall, 25,640 of the 27,475 applicants (93.3%) were deemed to be eligible for the competition for which they had applied. For each competition from which appointments were made, the profile of applicants has been used to calculate the composition of eligible applicants that would have been expected if the groups of applicants within each equality category (e.g. males and females) had been equal in merit. These results were then added together to obtain the overall 'expected' compositions reported in Table 5.

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

2.3.2 Applicants available for 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. Candidates may withdraw prior to the shortlisting stage. Of the 25,640 eligible applicants, a total of 20,998 (81.9%) remained available for shortlisting (e.g. attended the shortlisting test). Aggregating results as in the previous stage, the actual and expected numbers of applicants available for shortlisting (based on eligible applicants) are presented in Table 6.

Across most of the equality categories, the number of applicants available for shortlisting was broadly similar to what might have been expected. However a higher than expected number of candidates who had declared a disability remained available for shortlisting (641 rather than 591). Fewer than expected candidates who had a sexual orientation towards both sexes remained available for shortlisting, while a higher than expected number of candidates who had NICS experience stayed in the competition.

2.3.3 Applicants invited to interview

Of the 20,998 candidates available for shortlisting, 4,164 (or 19.8%) were invited to interview.

The analysis presented in Table 7 shows that the number of candidates with a Catholic community background who were invited to interview was lower than expected if all groups were equal in terms of merit (1,539 rather than 1,621). The analysis also shows that considerably fewer than expected candidates from a minority ethnic group were invited to interview (29 rather than 45). Candidates with a declared disability were also less likely to be successful at the invitation to interview stage. In terms of age, fewer than expected candidates aged 40 and over were invited to interview. Current NICS employees were more likely to be

successful at this stage.

Table 5: Recruitment competitions for permanent NICS jobs with application closing date in 2013: comparison of actual and expected eligible applicants²⁵

Equality Category	Description	'Expected' Eligible Applicants (based on proportionate success)²⁶	Actual Eligible Applicants	Difference (Actual minus 'Expected')
Overall	Total	25,640	25,640	0
Gender²⁷	Male	13,273	13,232	-41
	Female	12,354	12,394	40
Community Background	Protestant	12,140	12,169	29
	Catholic	11,782	11,774	-8
	Not Determined	1,718	1,697	-21
Ethnicity²⁸	White	25,323	25,323	0
	Minority Ethnic Groups	300	297	-3
Disability	With a declared disability	735	742	7
	Without a declared disability	24,905	24,898	-7
Age-group²⁹	16-24	8,333	8,316	-17
	25-39	13,221	13,228	7
	40-49	2,831	2,846	15
	50+	1,252	1,250	-2
Sexual Orientation³⁰	Both sexes	261	257	-4
	Different sex	24,638	24,638	0
	Same sex	719	726	7
NICS employment history³¹	Current	2,039	2,107	68
	Previous	2,148	2,162	14
	None	15,283	15,197	-86

²⁵ As of 1 February 2014. Based on proportionate success rates for each group of applicants.

²⁶ 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.

²⁷ Gender data missing for 14 eligible applicants.

²⁸ Ethnicity data missing for 20 eligible applicants.

²⁹ Based on age at closing date for applications.

³⁰ Sexual orientation information missing for 19 eligible applicants.

³¹ NICS employment history missing for 6,174 eligible applicants.

Table 6: Recruitment competitions for NICS permanent jobs with application closing date in 2013: comparison of actual and expected applicants available for shortlisting³²

Equality Category	Description	'Expected' Applicants available for shortlisting (based on proportionate success)³³	Actual Applicants available for shortlisting	Difference (Actual minus 'Expected')
Overall	Total	20,998	20,998	0
Gender³⁴	Male	11,022	11,096	74
	Female	9,968	9,895	-73
Community Background	Protestant	10,112	10,246	134
	Catholic	9,504	9,386	-118
	Not Determined	1,382	1,366	-16
Ethnicity³⁵	White	20,742	20,735	-7
	Minority Ethnic Groups	241	251	10
Disability	With a declared disability	591	641	50
	Without a declared disability	20,407	20,357	-50
Age-group³⁶	16-24	6,643	6,482	-161
	25-39	10,752	10,876	124
	40-49	2,483	2,529	46
	50+	1,121	1,111	-10
Sexual Orientation³⁷	Both sexes	210	198	-12
	Different sex	20,182	20,209	27
	Same sex	587	578	-9
NICS employment history³⁸	Current	1,871	1,977	106
	Previous	1,858	1,937	79
	None	12,942	12,851	-91

³² As of 1 February 2014. Based on proportionate success rates for each group of eligible applicants.

³³ 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.

³⁴ Gender data missing for 7 applicants available for shortlisting.

³⁵ Ethnicity data missing for 12 applicants available for shortlisting.

³⁶ Based on age at closing date for applications.

³⁷ Sexual orientation information missing for 13 applicants available for shortlisting.

³⁸ NICS employment history missing for 4,233 applicants available for shortlisting.

Table 7: Recruitment competitions for NICS permanent jobs with application closing date in 2013: comparison of actual and expected applicants invited to interview³⁹

Equality Category	Description	'Expected' Applicants invited to interview (based on proportionate success)⁴⁰	Actual Applicants invited to interview	Difference (Actual minus 'Expected')
Overall	Total	4,164	4,164	0
Gender⁴¹	Male	2,604	2,574	-30
	Female	1,558	1,588	30
Community Background	Protestant	2,214	2,305	91
	Catholic	1,621	1,539	-82
	Not Determined	329	320	-9
Ethnicity⁴²	White	4,112	4,127	15
	Minority Ethnic Groups	45	29	-16
Disability	With a declared disability	90	77	-13
	Without a declared disability	4,074	4,087	13
Age-group⁴³	16-24	877	872	-5
	25-39	2,126	2,258	132
	40-49	802	709	-93
	50+	358	325	-33
Sexual Orientation⁴⁴	Both sexes	28	28	0
	Different sex	4,031	4,037	6
	Same sex	94	87	-7
NICS employment history⁴⁵	Current	573	614	41
	Previous	288	287	-1
	None	1,779	1,774	-5

³⁹ As of 1 February 2014. Based on proportionate success rates for each group of applicants available for shortlisting.

⁴⁰ 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.

⁴¹ Gender data missing for 2 applicants invited to interview.

⁴² Ethnicity data missing for 8 applicants invited to interview.

⁴³ Based on age at closing date for applications.

⁴⁴ Sexual orientation information missing for 12 applicants invited to interview.

⁴⁵ NICS employment history missing for 1,489 applicants invited to interview.

2.3.4 Applicants who attended interview

The profile of candidates who attended interview is compared with the expected profile, based on those candidates who were invited to interview, in Table 8. Of the 4,164 candidates invited to interview, 3,533 (or 84.8%) attended interview.

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

2.3.5 Applicants who passed interview

A total of 2,153 candidates out of the 3,533 who attended interview (60.9%) 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 slightly fewer than expected males passed the interview (1,281 rather than 1,322). The analysis also shows that fewer than expected candidates aged 40 or over passed the interview. Current NICS employees were more likely to be successful at the interview stage.

2.3.6 Applicants offered appointment

By 1 February 2014, a total of 488 out of the 2,153 applicants (22.7%) who passed the interview had been offered a job. A profile of those candidates who had been offered a job is presented in Table 10 and compared with the expected profile, based on the profile of the candidates who passed the interview.

The analysis shows that slightly fewer males and more females than expected were offered appointment. In terms of community background the number of Catholics offered appointment was slightly higher than expected. A few more candidates aged 16-24 and slightly fewer candidates aged 40-49 than expected were offered appointment. The number of candidates who were existing NICS staff was higher than might have been expected.

2.3.7 Appointed candidates.

Of the 488 applicants offered appointment, 377 had started in post by 1 February 2014. 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 generally broadly similar to the expected profile. However fewer than expected candidates aged 25-39, and more than expected current NICS employees had taken up their post by 1 February 2014.

Table 8: Recruitment competitions for permanent NICS jobs with application closing date in 2013: comparison of actual and expected applicants who attended interview⁴⁶

Equality Category	Description	'Expected' Applicants who attended interview (based on proportionate attendance)⁴⁷	Actual Applicants who attended interview	Difference (Actual minus 'Expected')
Overall	Total	3,533	3,533	0
Gender⁴⁸	Male	2,209	2,220	11
	Female	1,322	1,311	-11
Community Background	Protestant	2,025	2,035	10
	Catholic	1,233	1,224	-9
	Not Determined	275	274	-1
Ethnicity⁴⁹	White	3,502	3,500	-2
	Minority Ethnic Groups	24	26	2
Disability	With a declared disability	58	54	-4
	Without a declared disability	3,475	3,479	4
Age-group⁵⁰	16-24	811	814	3
	25-39	1,939	1,941	2
	40-49	558	546	-12
	50+	226	232	6
Sexual Orientation⁵¹	Both sexes	25	26	1
	Different sex	3,421	3,419	-2
	Same sex	77	77	0
NICS employment history⁵²	Current	392	405	13
	Previous	235	234	-1
	None	1,444	1,431	-13

⁴⁶As of 1 February 2014. Based on proportionate attendance rates for each group of applicants invited to interview.

⁴⁷Totals 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.

⁴⁸Gender data missing for 2 applicants who attended interview.

⁴⁹Ethnicity data missing for 7 applicants who attended interview.

⁵⁰Based on age at closing date for applications.

⁵¹Sexual orientation information missing for 11 applicants who attended interview.

⁵²NICS employment history missing for 1,463 applicants who attended interview.

Table 9: Recruitment competitions for permanent NICS jobs with application closing date in 2013: comparison of actual and expected applicants who passed interview⁵³

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success)⁵⁴	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	2,153	2,153	0
Gender⁵⁵	Male	1,322	1,281	-41
	Female	829	871	42
Community Background	Protestant	1,211	1,229	18
	Catholic	766	758	-8
	Not Determined	175	166	-9
Ethnicity⁵⁶	White	2,129	2,133	4
	Minority Ethnic Groups	19	19	0
Disability	With a declared disability	32	27	-5
	Without a declared disability	2,121	2,126	5
Age-group⁵⁷	16-24	500	491	-9
	25-39	1,188	1,229	41
	40-49	324	300	-24
	50+	141	133	-8
Sexual Orientation⁵⁸	Both sexes	18	19	1
	Different sex	2,082	2,085	3
	Same sex	47	47	0
NICS employment history⁵⁹	Current	235	252	17
	Previous	166	157	-9
	None	996	992	-4

⁵³ As of 1 February 2014. Based on proportionate success rates for each group of applicants who attended interview.

⁵⁴ 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.

⁵⁵ Gender information missing for 1 applicant who passed the interview.

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 2 applicants who passed the interview.

⁵⁹ NICS employment history missing for 752 applicants who passed the interview.

Table 10: Recruitment competitions for permanent NICS jobs with application closing date in 2013: 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	488	488	0
Gender	Male	277	268	-9
	Female	211	220	9
Community Background	Protestant	251	247	-4
	Catholic	197	203	6
	Not Determined	39	38	-1
Ethnicity	White	483	#	#
	Minority Ethnic Groups	5	*	#
Disability	With a declared disability	6	*	#
	Without a declared disability	482	#	#
Age-group⁶²	16-24	96	101	5
	25-39	303	304	1
	40-49	60	54	-6
	50+	30	29	-1
Sexual Orientation⁶³	Both sexes/ same sex	16	15	-1
	Different sex	471	472	1
NICS employment history⁶⁴	Current	89	98	9
	Previous	44	37	-7
	None	274	272	-2

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

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

⁶⁰ As of 1 February 2014. 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 Based on age at closing date for applications.

⁶³ Sexual orientation information missing for 1 applicant offered appointment.

⁶⁴ NICS employment history missing for 81 applicants offered appointment.

Table 11: Recruitment competitions for permanent NICS jobs with application closing date in 2013: comparison of actual and expected appointees⁶⁵

Equality Category	Description	'Expected' Appointees (based on proportionate success) ⁶⁶	Actual Appointees ⁶⁷	Difference (Actual minus 'Expected')
Overall	Total	377	377	0
Gender	Male	213	216	3
	Female	164	161	-3
Community Background	Protestant	194	195	1
	Catholic	153	153	0
	Not Determined	30	29	-1
Ethnicity	White	374	#	#
	Minority Ethnic Groups	3	*	#
Disability	With a declared disability	3	*	#
	Without a declared disability	374	#	#
Age-group⁶⁸	16-24	79	84	5
	25-39	228	220	-8
	40-49	47	49	2
	50+	24	24	0
Sexual Orientation⁶⁹	Both sexes/ same sex	13	14	1
	Different sex	363	362	-1
NICS employment history⁷⁰	Current	83	88	5
	Previous	26	27	1
	None	187	181	-6

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).

⁶⁵ As of 1 February 2014. Based on proportionate success rates for each group of applicants offered appointment

⁶⁶ 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.

⁶⁷ Further appointments may be made from these competitions, which may change the profile.

⁶⁸ Based on age at closing date for applications.

⁶⁹ Sexual orientation information missing for 1 appointee.

⁷⁰ NICS employment history missing for 81 appointees.

2.4 Analysis of interim stages of the 2013 recruitment competitions for temporary NICS jobs

2.4.1 Eligible applicants

Overall, 3,620 of the 3,730 applicants (97.1%) 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 the profile of eligible applicants is very similar to the expected profile.

2.4.2 Applicants available for shortlisting

Of the 3,730 eligible applicants, 3,167 (or 84.9%) remained available for shortlisting (e.g. attended the shortlisting test). The actual and expected numbers of applicants available for shortlisting (based on eligible applicants) are presented in Table 13.

The analysis reveals that generally the numbers of candidates in each category who remained available for shortlisting was broadly similar to what would be expected if all groups were equal in merit. However a higher than expected number of candidates who had previously been NICS employees remained in the competition.

2.4.3 Applicants invited to interview

Of the 3,167 candidates available for shortlisting, 747 (23.6%) were invited to interview.

The analysis presented in Table 14 shows that based on those candidates available for shortlisting, fewer than expected candidates from a Catholic community background were invited to interview (370 rather than 389). The analysis also shows that candidates aged 25-39 were more likely to be invited to interview, while candidates in the older age categories were less likely to be invited to interview. Candidates who had previously been NICS employees were also more likely to be invited to interview.

2.4.4 Applicants who attended interview

The profile of the 659 candidates who attended interview is compared with the expected profile, based on those candidates who were invited to interview, in Table 15.

The analysis reveals no noteworthy imbalances relating to this stage.

Table 12: Recruitment competitions for temporary NICS jobs with application closing date in 2013: comparison of actual and expected eligible applicants⁷¹

Equality Category	Description	'Expected' Eligible Applicants (based on proportionate success)⁷²	Actual Eligible Applicants	Difference (Actual minus 'Expected')
Overall	Total	3,620	3,620	0
Gender	Male	1,895	1,899	4
	Female	1,724	1,721	-3
Community Background	Protestant	1,432	1,441	9
	Catholic	1,918	1,916	-2
	Not Determined	270	263	-7
Ethnicity⁷³	White	3,564	3,565	1
	Minority Ethnic Groups	54	52	-2
Disability	With a declared disability	136	136	0
	Without a declared disability	3,484	3,484	0
Age-group⁷⁴	16-24	1,777	1,784	7
	25-39	1,367	1,359	-8
	40-49	293	293	0
	50+	183	184	1
Sexual Orientation⁷⁵	Both sexes	60	61	1
	Different sex	3,459	3,458	-1
	Same sex	97	95	-2
NICS employment history⁷⁶	Current	113	115	2
	Previous	496	494	-2
	None	2,993	2,991	-2

⁷¹ As of 1 February 2014. Based on proportionate success rates for each group of applicants.

⁷² Totals within an equality category may not sum to overall total due to rounding or an expected number of eligible applicants with missing information within that category.

⁷³ Ethnicity data missing for 3 eligible applicants.

⁷⁴ Based on age at closing date for applications.

⁷⁵ Sexual orientation information missing for 6 eligible applicants.

⁷⁶ NICS employment history missing for 20 eligible applicants.

Table 13: Recruitment competitions for temporary NICS jobs with application closing date in 2013: comparison of actual and expected applicants available for shortlisting⁷⁷

Equality Category	Description	'Expected' Applicants available for shortlisting (based on proportionate success)⁷⁸	Actual Applicants available for shortlisting	Difference (Actual minus 'Expected')
Overall	Total	3,167	3,167	0
Gender	Male	1,674	1,681	7
	Female	1,493	1,486	-7
Community Background	Protestant	1,260	1,287	27
	Catholic	1,676	1,653	-23
	Not Determined	232	227	-5
Ethnicity⁷⁹	White	3,118	3,119	1
	Minority Ethnic Groups	46	45	-1
Disability	With a declared disability	118	124	6
	Without a declared disability	3,049	3,043	-6
Age-group⁸⁰	16-24	1,573	1,519	-54
	25-39	1,181	1,229	48
	40-49	254	259	5
	50+	159	160	1
Sexual Orientation⁸¹	Both sexes	53	52	-1
	Different sex	3,025	3,028	3
	Same sex	83	81	-2
NICS employment history⁸²	Current	103	108	5
	Previous	426	450	24
	None	2,618	2,589	-29

⁷⁷ As of 1 February 2014. Based on proportionate success rates for each group of eligible applicants.

⁷⁸ 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.

⁷⁹ Ethnicity data missing for 3 applicants available for shortlisting.

⁸⁰ Based on age at closing date for applications.

⁸¹ Sexual orientation information missing for 6 applicants available for shortlisting.

⁸² NICS employment history missing for 20 applicants available for shortlisting.

Table 14: Recruitment competitions for temporary NICS jobs with application closing date in 2013: comparison of actual and expected applicants invited to interview⁸³

Equality Category	Description	'Expected' Applicants invited to interview (based on proportionate success)⁸⁴	Actual Applicants invited to interview	Difference (Actual minus 'Expected')
Overall	Total	747	747	0
Gender	Male	464	459	-5
	Female	283	288	5
Community Background	Protestant	293	317	24
	Catholic	389	370	-19
	Not Determined	64	60	-4
Ethnicity⁸⁵	White	731	731	0
	Minority Ethnic Groups	13	14	1
Disability	With a declared disability	23	22	-1
	Without a declared disability	724	725	1
Age-group⁸⁶	16-24	438	425	-13
	25-39	233	266	33
	40-49	48	37	-11
	50+	28	19	-9
Sexual Orientation⁸⁷	Both sexes	12	12	0
	Different sex	714	712	-2
	Same sex	17	19	2
NICS employment history⁸⁸	Current	36	36	0
	Previous	70	84	14
	None	622	609	-13

⁸³ As of 1 February 2014. Based on proportionate success rates for each group of applicants available for shortlisting.

⁸⁴ Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants invited to interview with missing information within that category.

⁸⁵ Ethnicity information missing for 2 applicants invited to interview.

⁸⁶ Based on age at closing date for applications.

⁸⁷ Sexual orientation information missing for 4 applicants invited to interview.

⁸⁸ NICS employment history missing for 18 applicants invited to interview.

Table 15: Recruitment competitions for temporary NICS jobs with application closing date in 2013: comparison of actual and expected applicants who attended interview⁸⁹

Equality Category	Description	'Expected' Applicants who attended interview (based on proportionate attendance)⁹⁰	Actual Applicants who attended interview	Difference (Actual minus 'Expected')
Overall	Total	659	659	0
Gender	Male	396	395	-1
	Female	263	264	1
Community Background	Protestant	283	283	0
	Catholic	324	326	2
	Not Determined	52	50	-2
Ethnicity⁹¹	White	646	646	0
	Minority Ethnic Groups	12	12	0
Disability	With a declared disability	20	22	2
	Without a declared disability	639	637	-2
Age-group⁹²	16-24	353	351	-2
	25-39	254	257	3
	40-49	35	34	-1
	50+	17	17	0
Sexual Orientation⁹³	Both sexes	11	10	-1
	Different sex	628	630	2
	Same sex	17	16	-1
NICS employment history⁹⁴	Current	32	36	4
	Previous	82	82	0
	None	532	525	-7

⁸⁹ As of 1 February 2014. Based on proportionate attendance rates for each group of applicants invited to interview.

⁹⁰ 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.

⁹¹ Ethnicity information missing for 1 applicant who attended interview.

⁹² Based on age at closing date for applications.

⁹³ Sexual orientation information missing for 3 applicants who attended interview.

⁹⁴ NICS employment history missing for 16 applicants who attended interview.

2.4.5 Applicants who passed interview

A total of 591 candidates passed the interview. In Table 16, 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 profile is very similar to that which might be expected.

2.4.6 Applicants offered appointment

By 1 February 2014, a total of 221 out of the 591 applicants who passed the interview had been offered a job. A profile of these candidates is presented in Table 17 and compared with the profile that would be expected if candidates in each group who passed the interview were equal in merit.

In terms of gender, slightly fewer females than expected were appointed. The analysis also shows that the number of Catholics offered appointment was lower than might be expected. In terms of age, the number of candidates age 16-24 was a little more than expected. The outcome at this stage is likely to reflect the merit order of candidates.

2.4.7 Appointed candidates.

By 1 February 2014, 144 applicants had been appointed. The profile of appointees is compared with the expected profile, based on those candidates who were offered appointment in Table 18. The analysis reveals that the number of females who had been appointed by 1 February 2014 was a little lower than expected. The analysis also shows that the number of Catholics who had been appointed was a little lower than expected.

Table 16: Recruitment competitions for temporary NICS jobs with application closing date in 2013: comparison of actual and expected applicants who passed interview⁹⁵

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success)⁹⁶	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	591	591	0
Gender	Male	347	346	-1
	Female	244	245	1
Community Background	Protestant	257	259	2
	Catholic	290	292	2
	Not Determined	44	40	-4
Ethnicity⁹⁷	White	579	581	2
	Minority Ethnic Groups	11	9	-2
Disability	With a declared disability	20	20	0
	Without a declared disability	571	571	0
Age-group⁹⁸	16-24	306	307	1
	25-39	238	238	0
	40-49	31	29	-2
	50+	17	17	0
Sexual Orientation⁹⁹	Both sexes	9	10	1
	Different sex	564	562	-2
	Same sex	15	16	1
NICS employment history¹⁰⁰	Current	28	30	2
	Previous	79	79	0
	None	472	472	0

⁹⁵ As of 1 February 2014. Based on proportionate success rates for each group of applicants who attended interview.

⁹⁶ 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.

⁹⁷ Ethnicity information missing for 1 applicant who passed interview.

⁹⁸ Based on age at closing date for applications.

⁹⁹ Sexual orientation information missing for 3 applicants who passed interview.

¹⁰⁰ NICS employment history missing for 10 applicants who passed interview.

Table 17: Recruitment competitions for temporary NICS jobs with application closing date in 2013: comparison of actual and expected applicants offered appointment¹⁰¹

Equality Category	Description	'Expected' Applicants offered appointment (based on proportionate success)¹⁰²	Actual Applicants offered appointment	Difference (Actual minus 'Expected')
Overall	Total	221	221	0
Gender	Male	128	134	6
	Female	93	87	-6
Community Background	Protestant	95	107	12
	Catholic	110	97	-13
	Not Determined	16	17	1
Ethnicity	White	217	#	#
	Minority	4	*	#
	Ethnic Groups			
Disability	With a declared disability	8	6	-2
	Without a declared disability	213	215	2
Age-group¹⁰³	16-24	106	111	5
	25-39	98	95	-3
	40-49	12	10	-2
	50+	5	5	0
Sexual Orientation	Both sexes	3	6	3
	Different sex	212	208	-4
	Same sex	6	7	1
NICS employment history¹⁰⁴	Current	17	17	0
	Previous	29	29	0
	None	172	172	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).

¹⁰¹ As of 1 February 2014. Based on proportionate success rates for each group of applicants who passed the interview.

¹⁰² 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.

¹⁰³ Based on age at closing date for applications.

¹⁰⁴ NICS employment history missing for 3 applicants offered appointment.

Table 18: Recruitment competitions for temporary NICS jobs with application closing date in 2013: comparison of actual and expected appointees¹⁰⁵

Equality Category	Description	'Expected' Appointees (based on proportionate success) ¹⁰⁶	Actual Appointees ¹⁰⁷	Difference (Actual minus 'Expected')
Overall	Total	144	144	0
Gender	Male	90	97	7
	Female	54	47	-7
Community Background	Protestant	63	69	6
	Catholic	68	61	-7
	Not Determined	13	14	1
Ethnicity	White	141	#	#
	Minority Ethnic Groups	3	*	#
Disability	With a declared disability	4	*	#
	Without a declared disability	140	#	#
Age-group¹⁰⁸	16-24	72	74	2
	25-39	62	62	0
	40+	10	8	-2
Sexual Orientation	Both sexes/ same sex	7	8	1
	Different sex	137	136	-1
NICS employment history¹⁰⁹	Current	15	17	2
	Previous	16	16	0
	None	111	109	-2

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

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

¹⁰⁵ As of 1 February 2014. Based on proportionate success rates for each group of applicants offered appointment.

¹⁰⁶ 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.

¹⁰⁷ Further appointments may be made from these competitions, which may change the profile.

¹⁰⁸ Based on age at closing date for applications.

¹⁰⁹ NICS employment history missing for 2 appointees.

3. NICS Senior Civil Service recruitment competitions which closed for applications during 2013¹¹⁰

3.1 Applications

A total of 19 Senior Civil Service competitions were held, which had a closing date for applications in 2013. The total number of applications received was 1,044. A profile of the applicants is presented in Table 19.

Around three fifths of applications were from males (60.8%) and two fifths (39.2%) from females. In terms of community background, the largest proportion of candidates were Catholic (48.2%), while 44.1% of applicants were Protestant and a further 7.8% not determined. The proportion of candidates from a minority ethnic background was 1.5%. Candidates who declared a disability accounted for 3.4% of the total candidate pool. Almost half of applicants (46.2%) were aged 40-49 at the closing date for applications, with 36.9% aged 50 or over and 16.9% aged 25-39. In terms of sexual orientation, 98.2% of applicants stated their orientation was towards someone of a different sex, with 0.8% reporting orientation towards someone of the same sex and 1.0% reporting orientation towards both sexes. One in two candidates (50.8%) reported that they were a current NICS employee, with 38.1% reporting no NICS employment history.

3.2 Appointments

By 1 February 2014, a total of 17 candidates had been appointed from 13 competitions, while no appointments had been made from the other 6 competitions. The results are shown in Table 20. For many of the equality categories the profile of appointees was in line with what might be expected, given the profile of applicants. In terms of community background, 1 fewer Catholic and 2 fewer not determined candidates were appointed. The number of appointees aged 50 or over was 2 more than expected. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.

¹¹⁰ Competitions for which applications closed between 1 January 2013 and 31 December 2013 are included.

Table 19: NICS Senior Civil Service recruitment competitions for jobs with application closing date in 2013: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	1,044	
Gender¹¹¹	Male	634	60.8%
	Female	409	39.2%
Community Background	Protestant	460	44.1%
	Catholic	503	48.2%
	Not Determined	81	7.8%
Ethnicity	White	1,028	98.5%
	Minority Ethnic Groups	16	1.5%
Disability	With a declared disability	36	3.4%
	Without a declared disability	1,008	96.6%
Age-group¹¹²	16-24	0	0.0%
	25-39	176	16.9%
	40-49	482	46.2%
	50+	385	36.9%
Sexual Orientation¹¹³	Both sexes	10	1.0%
	Different sex	1,024	98.3%
	Same sex	8	0.8%
NICS employment history¹¹⁴	Current	530	50.8%
	Previous	116	11.1%
	None	397	38.1%

¹¹¹ Gender missing for 1 applicant.

¹¹² Based on age at closing date for applications. Age information missing or invalid for 1 applicant.

¹¹³ Sexual orientation information missing for 2 applicants.

¹¹⁴ NICS employment history missing for 1 applicant.

Table 20: Recruitment competitions for NICS Senior Civil Service jobs with application closing date in 2013: comparison of actual and expected appointees¹¹⁵

Equality Category	Description	'Expected' Appointees (based on proportionate success of applicants) ¹¹⁶	Actual Appointees ¹¹⁷	Difference (Actual minus 'Expected')
Overall	Total	17	17	0
Gender	Male	10	10	0
	Female	7	7	0
Community Background	Protestant	7	10	3
	Catholic	8	7	-1
	Not Determined	2	0	-2
Ethnicity	White	17	17	0
	Minority Ethnic Groups	0	0	0
Disability	With a declared disability	0	*	#
	Without a declared disability	17	#	#
Age-group¹¹⁸	16-24	0	0	0
	25-49	11	9	-2
	50+	6	8	2
Sexual Orientation	Both sexes/same sex	0	0	0
	Different sex	17	17	0
NICS employment history	Current	9	#	#
	Previous	2	*	#
	None	6	*	#

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).

¹¹⁵ As of 1 February 2014. 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.

3.3 Analysis of key interim stages of the 2013 recruitment competitions for NICS Senior Civil Service jobs

3.3.1 Eligible applicants

Overall, 885 of the 1,044 applicants (84.8%) were deemed eligible for the competition for which they had applied.

In Table 21, 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 reveals that the number of Protestants who were eligible was a little higher and the number of Catholics who were eligible was a little lower than might be expected. The analysis also shows that candidates aged 25-39 were less likely to be deemed eligible. Current NICS employees were more likely to meet the eligibility criteria.

3.3.2 Applicants invited to interview

Of the 849 candidates available for shortlisting, 287 (33.8%) were invited to interview.

The analysis presented in Table 22 shows that based on those candidates available for shortlisting, fewer than expected males were invited to interview (165 rather than 176). The analysis also shows that candidates aged 25-39 were less likely to be invited to interview. Candidates who were existing NICS employees were more likely to be invited to interview.

3.3.3 Applicants who passed interview

A total of 72 candidates out of the 112 who attended interview (64.3%) passed the interview. In Table 23, 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 few more than expected candidates aged 50 or over passed the interview. The analysis also shows that current NICS employees were a little more likely to pass the interview. .

Table 21: Recruitment competitions for NICS Senior Civil Service jobs with application closing date in 2013: comparison of actual and expected eligible applicants¹¹⁹

Equality Category	Description	'Expected' Eligible Applicants (based on proportionate success) ¹²⁰	Actual Eligible Applicants	Difference (Actual minus 'Expected')
Overall	Total	885	885	0
Gender	Male	533	531	-2
	Female	352	354	2
Community Background	Protestant	391	405	14
	Catholic	428	418	-10
	Not Determined	66	62	-4
Ethnicity	White	872	875	3
	Minority Ethnic Groups	13	10	-3
Disability	With a declared disability	30	31	1
	Without a declared disability	855	854	-1
Age-group¹²¹	16-24	0	0	0
	25-39	153	135	-18
	40-49	405	420	15
	50+	327	330	3
Sexual Orientation	Both sexes	6	6	0
	Different sex	872	874	2
	Same sex	6	5	-1
NICS employment history	Current	455	483	28
	Previous	97	96	-1
	None	333	306	-27

¹¹⁹ As of 1 February 2014. Based on proportionate success rates for each group of applicants.

¹²⁰ 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.

¹²¹ Based on age at closing date for applications.

Table 22: Recruitment competitions for NICS Senior Civil Service jobs with application closing date in 2013: comparison of actual and expected applicants invited to interview¹²²

Equality Category	Description	'Expected' Applicants invited to interview (based on proportionate success)¹²³	Actual Applicants invited to interview	Difference (Actual minus 'Expected')
Overall	Total	287	287	0
Gender	Male	176	165	-11
	Female	111	122	11
Community Background	Protestant	135	136	1
	Catholic	134	133	-1
	Not Determined	18	18	0
Ethnicity	White	285	287	2
	Minority Ethnic Groups	2	0	-2
Disability	With a declared disability	11	10	-1
	Without a declared disability	276	277	1
Age-group¹²⁴	16-24	0	0	0
	25-39	44	35	-9
	40-49	136	144	8
	50+	107	108	1
Sexual Orientation	Both sexes/same sex	3	*	#
	Different sex	284	#	#
NICS employment history	Current	172	200	28
	Previous	28	21	-7
	None	87	66	-21

¹²² As of 1 February 2014. Based on proportionate success rates for each group of applicants available for shortlisting.

¹²³ Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants invited to interview with missing information within that category.

¹²⁴ Based on age at closing date for applications.

Table 23: Recruitment competitions for NICS Senior Civil Service jobs with application closing date in 2013: comparison of actual and expected applicants who passed interview¹²⁵

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success)¹²⁶	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	72	72	0
Gender	Male	48	47	-1
	Female	24	25	1
Community Background	Protestant	34	36	2
	Catholic	35	#	#
	Not Determined	3	*	#
Ethnicity	White	72	72	0
	Minority Ethnic Groups	0	0	0
Disability	With a declared disability	3	*	#
	Without a declared disability	69	#	#
Age-group¹²⁷	16-24	0	0	0
	25-39	7	5	-2
	40-49	38	36	-2
	50+	27	31	4
Sexual Orientation	Both sexes/ same sex	1	*	#
	Different sex	71	#	#
NICS employment history	Current	52	55	3
	Previous	6	5	-1
	None	15	12	-3

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

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

¹²⁵ As of 1 February 2014. Based on proportionate success rates for each group of applicants who attended interview.

¹²⁶ 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.

¹²⁷ Based on age at closing date for applications.

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Annex A: NICS recruitment competitions which closed for applications during January – May 2013¹²⁸

A.1 Applications

Between 1 January 2013 and 31 May 2013, 43 NICS recruitment competitions closed for applications. The total number of applications received was 5,508.

A.1.1 Applications for permanent jobs

Of the 43 recruitment competitions which closed for applications between January and May 2013, 37 were for permanent NICS jobs. These competitions attracted 5,155 applications. A profile of these applicants¹²⁹ is presented in Table A.1.

Seven out of ten applicants were male (70.7%) with females representing 29.3% of applicants. In terms of community background, around three fifths of applications received were from Protestants (59.2%) with 31.4% from Catholics and 9.4% not determined. The proportion of applications from minority ethnic groups was 1.2% and the proportion of applicants who declared a disability was 1.2%. In terms of age, over half of applicants (50.7%) were aged 25-39, with 23.7% aged 16-24. A smaller proportion of applicants were aged 50 or over (6.7%). In terms of sexual orientation, 96.9% of applicants stated their orientation was towards someone of a different sex, with 2.5% reporting orientation towards someone of the same sex and 0.6% reporting orientation towards both sexes. One in six applicants (16.6%) reported they were a current NICS employee, with 10.9% reporting that they had previously been an NICS employee and 73.1% reporting no NICS employment history.

It should be noted that the profile of applicants is dependent on the occupations for which jobs were advertised. 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 4 to 1,725.

A.1.2 Applications for temporary jobs

Of the 43 NICS recruitment competitions analysed in this annex, 6 were for temporary NICS jobs. These competitions attracted 353 applications. A profile of these applicants is presented in Table A.2.

Two thirds of applications were from males (67.3%), with 32.7% from females. In terms of community background, over half of all applications received were from Catholics (56.9%), 34.0% were from Protestants and 9.1% were from applicants

¹²⁸ Competitions for which applications closed between 1 January 2013 and 31 May 2013 are included.

¹²⁹ In this annex, the terms 'applicants' and 'applications' are used more or less interchangeably. Thus someone who applies for, say, two competitions is counted as two applicants.

whose community background was not determined. The proportion of applications from minority ethnic groups was 1.7% and the proportion of applicants who declared a disability was 2.5%. In terms of age, two thirds of applicants (68.8%) were aged 16-24, with 25.5% aged 25-39. In the older age categories, 4.2% of applicants were aged 40-49 and 1.4% of applicants were aged 50 or over. In relation to sexual orientation, 97.4% of applicants stated their orientation was towards someone of a different sex. The proportion of applicants who reported they were a current NICS employee was 8.6%, while 4.5% reported that they had previously been an NICS employee and 86.9% reported no NICS employment history.

The number of applicants for each of the various competitions with a closing date between 1 January and 31 May 2013 ranged from 7 to 176.

A.2 Analysis of appointments from the 2013 recruitment competitions

A.2.1 Appointments from competitions held in January – May 2013 for permanent NICS jobs

By 1 February 2014, a total of 212 appointments had been made from 32 of the 37 competitions for permanent NICS jobs, while no appointments had been made from the remaining 5 competitions. Analysis of appointments from these 32 competitions reveals 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 A.3.

In terms of gender, more females and fewer males than expected (120 rather than 135 males) were appointed. The analysis in terms of community background shows the number of appointees who were Protestant was slightly higher than expected (113 rather than 108). In terms of age there were fewer appointees than expected in the older age categories. The number of appointees with no NICS experience was also lower than might have been expected (81 rather than 97). It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.

A.2.2 Appointments from competitions held in 2013 for temporary NICS jobs

By 1 February 2014, a total of 60 appointments had been made from all of the 6 competitions for temporary NICS jobs. Appointments were broadly in line with what might have been expected. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees. Details are shown in Table A.4.

Table A.1: Recruitment competitions for permanent NICS jobs with application closing date in January – May 2013: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	5,155	
Gender ¹³⁰	Male	3,641	70.7%
	Female	1,512	29.3%
Community Background	Protestant	3,053	59.2%
	Catholic	1,617	31.4%
	Not Determined	485	9.4%
Ethnicity ¹³¹	White	5,080	98.8%
	Minority Ethnic Groups	62	1.2%
Disability	With a declared disability	63	1.2%
	Without a declared disability	5,092	98.8%
Age-group ¹³²	16-24	1,222	23.7%
	25-39	2,614	50.7%
	40-49	974	18.9%
	50+	345	6.7%
Sexual Orientation ¹³³	Both sexes	32	0.6%
	Different sex	4,964	96.9%
	Same sex	129	2.5%
NICS employment history ¹³⁴	Current	287	16.6%
	Previous	180	10.4%
	None	1,267	73.1%

¹³⁰ Gender information missing for 2 applicants.

¹³¹ Ethnicity data missing for 13 applicants.

¹³² Based on age at closing date for applications.

¹³³ Sexual orientation information missing for 30 applicants.

¹³⁴ NICS employment history missing for 3,421 applicants. For competitions organised by NI Prison Service (3,353 applicants), this information is not stored in a manner readily available for analysis. For other competitions, this information is missing for 68 applicants.

Table A.2: Recruitment competitions for temporary NICS jobs with application closing date in January - May 2013: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	353	
Gender ¹³⁵	Male	237	67.3%
	Female	115	32.7%
Community Background	Protestant	120	34.0%
	Catholic	201	56.9%
	Not Determined	32	9.1%
Ethnicity ¹³⁶	White	345	98.3%
	Minority Ethnic Groups	6	1.7%
Disability	With a declared disability	9	2.5%
	Without a declared disability	344	97.5%
Age-group ¹³⁷	16-24	243	68.8%
	25-39	90	25.5%
	40-49	15	4.2%
	50+	5	1.4%
Sexual Orientation ¹³⁸	Both sexes/same sex	9	2.6%
	Different sex	341	97.4%
NICS employment history ¹³⁹	Current	29	8.6%
	Previous	15	4.5%
	None	292	86.9%

¹³⁵ Gender data missing for 1 applicant.

¹³⁶ Ethnicity data missing for 2 applicants.

¹³⁷ Based on age at closing date for applications.

¹³⁸ Sexual orientation information missing for 3 applicants.

¹³⁹ NICS employment history missing for 17 applicants.

Table A.3: Recruitment competitions for permanent NICS jobs with application closing date in January - May 2013: comparison of actual and expected appointees¹⁴⁰

Equality Category	Description	'Expected' Appointees (based on proportionate success of applicants) ¹⁴¹	Actual Appointees ¹⁴²	Difference (Actual minus 'Expected')
Overall	Total	212	212	0
Gender	Male	135	120	-15
	Female	77	92	15
Community Background	Protestant	108	113	5
	Catholic	85	84	-1
	Not Determined	20	15	-5
Ethnicity	White	208	#	#
	Minority Ethnic Groups	3	*	#
Disability	With a declared disability	3	0	-3
	Without a declared disability	209	212	3
Age-group ¹⁴³	16-24	37	36	-1
	25-39	120	129	9
	40-49	39	35	-4
	50+	17	12	-5
Sexual Orientation ¹⁴⁴	Both sexes/ same sex	6	8	2
	Different sex	204	203	-1
NICS employment history ¹⁴⁵	Current	21	35	14
	Previous	14	16	2
	None	97	81	-16

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).

¹⁴⁰ As of 1 February 2014. Based on proportionate success rates for each group of applicants.

¹⁴¹ 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.

¹⁴² Further appointments may be made from these competitions, which may change the profile.

¹⁴³ Based on age at closing date for applications.

¹⁴⁴ Sexual orientation information missing for 1 appointee.

¹⁴⁵ NICS employment history missing for 80 appointees.

Table A.4: Recruitment competitions for temporary NICS jobs with application closing date in January - May 2013: comparison of actual and expected appointees¹⁴⁶

Equality Category	Description	'Expected' Appointees (based on proportionate success of applicants) ¹⁴⁷	Actual Appointees ¹⁴⁸	Difference (Actual minus 'Expected')
Overall	Total	60	60	0
Gender	Male	40	39	-1
	Female	20	21	1
Community Background	Protestant	20	17	-3
	Catholic	35	36	1
	Not Determined	5	7	2
Ethnicity	White	58	#	#
	Minority Ethnic Groups	1	*	#
Disability	With a declared disability	1	*	#
	Without a declared disability	59	#	#
Age-group¹⁴⁹	16-24	32	28	-4
	25+	28	32	4
Sexual Orientation	Both sexes/ same sex	1	*	#
	Different sex	58	#	#
NICS employment history¹⁵⁰	Current	8	#	#
	Previous	4	*	#
	None	46	42	-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).

¹⁴⁶ As of 1 February 2014. Based on proportionate success rates for each group of applicants.

¹⁴⁷ 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.

¹⁴⁸ Further appointments may be made from these competitions, which may change the profile.

¹⁴⁹ Based on age at closing date for applications.

¹⁵⁰ NICS employment history missing for 2 appointees.

A.3 Analysis of key interim stages of the January – May 2013 recruitment competitions for permanent NICS jobs

A.3.1 Applicants available for 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. Candidates may withdraw prior to the shortlisting stage. Of the 4,318 eligible applicants, a total of 4,037 remained available for shortlisting (e.g. attended the shortlisting test). Aggregating results, the actual and expected numbers of applicants available for shortlisting (based on eligible applicants) are presented in Table A.5.

Across most of the equality categories, the number of applicants available for shortlisting was broadly similar to what might have been expected.

A.3.2 Applicants invited to interview

Of the 4,037 candidates available for shortlisting, 2,314 (or 57.3%) were invited to interview.

The analysis presented in Table A.6 shows that more females than expected were invited to interview (786 rather than 745). In terms of community background, any differences between the groups represented a relatively small deviation in percentage terms from the expected number. The analysis also shows that considerably fewer than expected candidates from a minority ethnic group were invited to interview (11 rather than 23). Candidates with a declared disability were also less likely to be successful at the invitation to interview stage. In terms of age, fewer than expected candidates aged 40 and over were invited to interview. Candidates with a same sex orientation were less likely to be successful. Current NICS employees were more likely to be successful at this stage.

Table A.5: Recruitment competitions for NICS permanent jobs with application closing date in January - May 2013: comparison of actual and expected applicants available for shortlisting¹⁵¹

Equality Category	Description	'Expected' Applicants available for shortlisting (based on proportionate success)¹⁵²	Actual Applicants available for shortlisting	Difference (Actual minus 'Expected')
Overall	Total	4,037	4,037	0
Gender¹⁵³	Male	2,796	2,806	10
	Female	1,240	1,230	-10
Community Background	Protestant	2,504	2,520	16
	Catholic	1,164	1,155	-9
	Not Determined	369	362	-7
Ethnicity¹⁵⁴	White	3,983	3,985	2
	Minority Ethnic Groups	44	45	1
Disability	With a declared disability	52	49	-3
	Without a declared disability	3,985	3,988	3
Age-group¹⁵⁵	16-24	1,023	1,028	5
	25-39	2,038	2,026	-12
	40-49	736	754	18
	50+	239	229	-10
Sexual Orientation¹⁵⁶	Both sexes	24	21	-3
	Different sex	3,884	3,897	13
	Same sex	114	109	-5
NICS employment history¹⁵⁷	Current	201	203	2
	Previous	116	115	-1
	None	751	750	-1

¹⁵¹ As of 1 February 2014. Based on proportionate success rates for each group of eligible applicants.

¹⁵² 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.

¹⁵³ Gender data missing for 1 applicant available for shortlisting.

¹⁵⁴ Ethnicity data missing for 7 applicants available for shortlisting.

¹⁵⁵ Based on age at closing date for applications.

¹⁵⁶ Sexual orientation information missing for 10 applicants available for shortlisting.

¹⁵⁷ NICS employment history missing for 2,969 applicants available for shortlisting.

Table A.6: Recruitment competitions for NICS permanent jobs with application closing date in January - May 2013: comparison of actual and expected applicants invited to interview¹⁵⁸

Equality Category	Description	'Expected' Applicants invited to interview (based on proportionate success)¹⁵⁹	Actual Applicants invited to interview	Difference (Actual minus 'Expected')
Overall	Total	2,314	2,314	0
Gender¹⁶⁰	Male	1,569	1,527	-42
	Female	745	786	41
Community Background	Protestant	1,375	1,398	23
	Catholic	746	738	-8
	Not Determined	193	178	-15
Ethnicity¹⁶¹	White	2,286	2,297	11
	Minority Ethnic Groups	23	11	-12
Disability	With a declared disability	29	20	-9
	Without a declared disability	2,285	2,294	9
Age-group¹⁶²	16-24	499	529	30
	25-39	1,218	1,284	66
	40-49	443	371	-72
	50+	154	130	-24
Sexual Orientation¹⁶³	Both sexes	11	9	-2
	Different sex	2,237	2,246	9
	Same sex	58	50	-8
NICS employment history¹⁶⁴	Current	167	175	8
	Previous	96	91	-5
	None	584	580	-4

¹⁵⁸ As of 1 February 2014. Based on proportionate success rates for each group of applicants available for shortlisting.

¹⁵⁹ Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants invited to interview with missing information within that category.

¹⁶⁰ Gender data missing for 1 applicant invited to interview.

¹⁶¹ Ethnicity data missing for 6 applicants invited to interview.

¹⁶² Based on age at closing date for applications.

¹⁶³ Sexual orientation information missing for 9 applicants invited to interview.

¹⁶⁴ NICS employment history missing for 1,468 applicants invited to interview.

A.3.3 Applicants who passed interview

A total of 1,207 candidates out of the 2,180 who attended interview (55.4%) passed the interview. In Table A.7, 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 slightly fewer than expected males passed the interview (769 rather than 797). The analysis also shows that fewer than expected candidates aged 40 or over passed the interview.

A.3.4 Applicants offered appointment

By 1 February 2014, a total of 245 out of the 1,207 applicants (20.3%) who passed the interview had been offered a job. A profile of those candidates who had been offered a job is presented in Table A.8 and compared with the expected profile, based on the profile of the candidates who passed the interview.

The analysis shows that slightly fewer males and more females than expected were offered appointment. The analysis also shows that the number of candidates with no NICS experience who were offered appointment was lower than might have been expected.

Table A.7: Recruitment competitions for permanent NICS jobs with application closing date in January - May 2013: comparison of actual and expected applicants who passed interview¹⁶⁵

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success)¹⁶⁶	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	1,207	1,207	0
Gender	Male	797	769	-28
	Female	409	438	29
Community Background	Protestant	727	740	13
	Catholic	387	383	-4
	Not Determined	93	84	-9
Ethnicity¹⁶⁷	White	1,196	1,199	3
	Minority Ethnic Groups	7	7	0
Disability	With a declared disability	10	9	-1
	Without a declared disability	1,197	1,198	1
Age-group¹⁶⁸	16-24	274	276	2
	25-39	672	701	29
	40-49	192	170	-22
	50+	69	60	-9
Sexual Orientation¹⁶⁹	Both sexes	4	5	1
	Different sex	1,170	1,172	2
	Same sex	27	28	1
NICS employment history¹⁷⁰	Current	96	99	3
	Previous	50	49	-1
	None	317	316	-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).

¹⁶⁵ As of 1 February 2014. Based on proportionate success rates for each group of applicants who attended interview.

¹⁶⁶ 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.

¹⁶⁷ Ethnicity information missing for 1 applicant who passed the interview.

¹⁶⁸ Based on age at closing date for applications.

¹⁶⁹ Sexual orientation information missing for 2 applicants who passed the interview.

¹⁷⁰ NICS employment history missing for 743 applicants who passed the interview.

Table A.8: Recruitment competitions for permanent NICS jobs with application closing date in January - May 2013: comparison of actual and expected applicants offered appointment¹⁷¹

Equality Category	Description	'Expected' Applicants offered appointment (based on proportionate success)¹⁷²	Actual Applicants offered appointment	Difference (Actual minus 'Expected')
Overall	Total	245	245	0
Gender	Male	144	135	-9
	Female	101	110	9
Community Background	Protestant	125	125	0
	Catholic	101	104	3
	Not Determined	19	16	-3
Ethnicity	White	243	#	#
	Minority Ethnic Groups	2	*	#
Disability	With a declared disability	1	0	-1
	Without a declared disability	244	245	1
Age-group¹⁷³	16-24	36	36	0
	25-39	159	157	-2
	40-49	33	37	4
	50+	16	15	-1
Sexual Orientation¹⁷⁴	Both sexes/ same sex	8	8	0
	Different sex	236	236	0
NICS employment history¹⁷⁵	Current	33	36	3
	Previous	16	20	4
	None	116	109	-7

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).

¹⁷¹ As of 1 February 2014. Based on proportionate success rates for each group of applicants who passed the interview.

¹⁷² 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.

¹⁷³ Based on age at closing date for applications.

¹⁷⁴ Sexual orientation information missing for 1 applicant offered appointment.

¹⁷⁵ NICS employment history missing for 80 applicants offered appointment.

A.4 Analysis of key interim stages of the 2013 recruitment competitions for temporary NICS jobs

A.4.1 Applicants invited to interview

Of the 289 candidates available for shortlisting, 273 (94.5%) were invited to interview.

The analysis presented in Table A.9 shows that based on those candidates available for shortlisting, the profile of candidates invited to interview was broadly similar to what might be expected.

A.4.2 Applicants who passed interview

A total of 145 candidates passed the interview. In Table A.10, 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 profile is very similar to that which might be expected.

A.4.3 Applicants offered appointment

By 1 February 2014, a total of 68 out of the 145 applicants who passed the interview had been offered a job. A profile of these candidates is presented in Table A.11 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 that the actual and expected profiles were very similar.

Table A.9: Recruitment competitions for temporary NICS jobs with application closing date in January - May 2013: comparison of actual and expected applicants invited to interview¹⁷⁶

Equality Category	Description	'Expected' Applicants invited to interview (based on proportionate success)¹⁷⁷	Actual Applicants invited to interview	Difference (Actual minus 'Expected')
Overall	Total	273	273	0
Gender	Male	184	186	2
	Female	89	87	-2
Community Background	Protestant	99	100	1
	Catholic	153	151	-2
	Not Determined	22	22	0
Ethnicity¹⁷⁸	White	267	267	0
	Minority Ethnic Groups	5	5	0
Disability	With a declared disability	8	8	0
	Without a declared disability	265	265	0
Age-group¹⁷⁹	16-24	209	206	-3
	25-39	51	53	2
	40+	13	14	1
Sexual Orientation¹⁸⁰	Both sexes/ same sex	7	7	0
	Different sex	263	265	2
NICS employment history¹⁸¹	Current	18	20	2
	Previous	9	10	1
	None	231	229	-2

¹⁷⁶ As of 1 February 2014. Based on proportionate success rates for each group of applicants available for shortlisting.

¹⁷⁷ Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants invited to interview with missing information within that category.

¹⁷⁸ Ethnicity information missing for 1 applicant invited to interview.

¹⁷⁹ Based on age at closing date for applications.

¹⁸⁰ Sexual orientation information missing for 1 applicant invited to interview.

¹⁸¹ NICS employment history missing for 14 applicants invited to interview.

Table A.10: Recruitment competitions for temporary NICS jobs with application closing date in January - May 2013: comparison of actual and expected applicants who passed interview¹⁸²

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success)¹⁸³	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	145	145	0
Gender	Male	96	97	1
	Female	49	48	-1
Community Background	Protestant	54	54	0
	Catholic	80	81	1
	Not Determined	11	10	-1
Ethnicity	White	141	#	#
	Minority Ethnic Groups	4	*	#
Disability	With a declared disability	6	6	0
	Without a declared disability	139	139	0
Age-group¹⁸⁴	16-24	105	107	2
	25-39	31	30	-1
	40+	8	8	0
Sexual Orientation	Both sexes/same sex	3	5	2
	Different sex	142	140	-2
NICS employment history¹⁸⁵	Current	13	15	2
	Previous	6	6	0
	None	117	118	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).

¹⁸² As of 1 February 2014. Based on proportionate success rates for each group of applicants who attended interview.

¹⁸³ 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.

¹⁸⁴ Based on age at closing date for applications.

¹⁸⁵ NICS employment history missing for 6 applicants who passed interview.

Table A.11: Recruitment competitions for temporary NICS jobs with application closing date in January - May 2013: comparison of actual and expected applicants offered appointment¹⁸⁶

Equality Category	Description	'Expected' Applicants offered appointment (based on proportionate success) ¹⁸⁷	Actual Applicants offered appointment	Difference (Actual minus 'Expected')
Overall	Total	68	68	0
Gender	Male	46	45	-1
	Female	22	23	1
Community Background	Protestant	25	21	-4
	Catholic	38	39	1
	Not Determined	4	8	4
Ethnicity	White	66	#	#
	Minority Ethnic Groups	2	*	#
Disability	With a declared disability	3	*	#
	Without a declared disability	65	#	#
Age-group¹⁸⁸	16-24	37	36	-1
	25-39	24	26	2
	40+	5	6	1
Sexual Orientation	Both sexes/ same sex	2	*	#
	Different sex	66	#	#
NICS employment history¹⁸⁹	Current	13	#	#
	Previous	4	*	#
	None	50	49	-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).

¹⁸⁶ As of 1 February 2014. Based on proportionate success rates for each group of applicants who passed the interview.

¹⁸⁷ 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.

¹⁸⁸ Based on age at closing date for applications.

¹⁸⁹ NICS employment history missing for 3 applicants offered appointment.

A.5 NICS Senior Civil Service recruitment competitions which closed for applications during January - May 2013¹⁹⁰

A.5.1 Applications

A total of 7 Senior Civil Service competitions were held, which had a closing date for applications in January - May 2013. The total number of applications received was 61. A profile of the applicants is presented in Table A.12.

Around seven out of ten applications were from males (70.5%) with 29.5% from females. In terms of community background, the largest proportion of candidates were Protestant (49.2%), while 37.7% of applicants were Catholic and a further 13.1% not determined. No applicant had declared a disability. Over half of applicants (57.4%) were aged 40-49 at the closing date for applications, with 34.4% aged 50 or over and 8.2% aged 25-39. Around half of candidates (49.2%) reported that they were a current NICS employee, with 36.1% reporting they had no NICS employment history.

A.5.2 Appointments

By 1 February 2014, a total of 5 candidates had been appointed from 5 competitions, while no appointments had been made from the other 2 competitions. While the numbers are small, the gender profile of appointees (3 males and 2 females) was in line with what would be expected if males and females had been equal in merit. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.

¹⁹⁰ Competitions for which applications closed between 1 January 2013 and 31 May 2013 are included.

Table A.12: NICS Senior Civil Service recruitment competitions for jobs with application closing date in January - May 2013: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	61	
Gender	Male	43	70.5%
	Female	18	29.5%
Community Background	Protestant	30	49.2%
	Catholic	23	37.7%
	Not Determined	8	13.1%
Ethnicity	White	#	#
	Minority Ethnic Groups	*	#
Disability	With a declared disability	0	0.0%
	Without a declared disability	61	100.0%
Age-group¹⁹¹	16-24	0	0.0%
	25-39	5	8.2%
	40-49	35	57.4%
	50+	21	34.4%
Sexual Orientation	Both sexes/ same sex	*	#
	Different sex	#	#
NICS employment history	Current	30	49.2%
	Previous	9	14.8%
	None	22	36.1%

¹⁹¹ Based on age at closing date for applications.

Annex B. NICS recruitment competitions which closed for applications between 1 June 2013 and 31 December 2013¹⁹²

B.1 Applications

Between 1 June and 31 December 2013, 62 NICS recruitment competitions closed for applications. The total number of applications received was 25,697.

B.1.1 Applications for permanent jobs

Of the 62 recruitment competitions which closed for applications between 1 June and 31 December 2013, 55 were for permanent NICS jobs. These competitions attracted 22,320 applications. A profile of these applicants¹⁹³ is presented in Table B.1.

Around half of applicants were male (49.0%) with females representing 51.0% of applicants. In terms of community background, almost half of applications received were from Catholics (49.4%) with 44.4% of applications from Protestants and 6.2% from those whose community background was not determined. The proportion of applications from minority ethnic groups was 1.2% and the proportion of applicants who declared a disability was 3.2%. In terms of age, over half of applicants (51.7%) were aged 25-39, with 33.0% aged 16-24. Approximately one in twenty applicants were aged 50 or over (5.1%). In terms of sexual orientation, 96.2% of applicants stated their orientation was towards someone of a different sex, with 2.8% reporting orientation towards someone of the same sex and 1.1% reporting orientation towards both sexes. One in ten applicants (10.5%) reported they were a current NICS employee, with a similar proportion (10.9%) reporting that they had previously been an NICS employee and 78.5% reporting no NICS employment history.

It should be noted that the profile of applicants is dependent on the occupations for which jobs were advertised. 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 2 to 15,673.

B.1.2 Applications for temporary jobs

Of the 62 NICS recruitment competitions analysed in this annex, 7 were for temporary NICS jobs. These competitions attracted 3,377 applications. A profile of these applicants is presented in Table B.2.

¹⁹² Competitions for which applications closed between 1 June 2013 and 31 December 2013 are included.

¹⁹³ In this annex, the terms 'applicants' and 'applications' are used more or less interchangeably. Thus someone who applies for, say, two competitions is counted as two applicants.

A majority of applications were from males (51.5%), with 48.5% from females. In terms of community background, over half of all applications received were from Catholics (52.5%), 40.0% were from Protestants and 7.4% were from applicants whose community background was not determined. The proportion of applications from minority ethnic groups was 1.5% and the proportion of applicants who declared a disability was 3.8%. In terms of age, almost half of applicants (47.1%) were aged 16-24, with 39.1% aged 25-39. In the older age categories, 8.5% of applicants were aged 40-49 and 5.4% of applicants were aged 50 or over. In relation to sexual orientation, 95.5% of applicants stated their orientation was towards someone of a different sex, with 4.5% reporting orientation towards someone of the same sex or towards both sexes. The proportion of applicants who reported they were a current NICS employee was 2.8%, while 14.4% reported that they had previously been an NICS employee and 82.7% reported no NICS employment history.

The number of applicants for each of the various competitions with a closing date between 1 May and 31 December 2013 ranged from 6 to 3,209.

B.2 Analysis of appointments from the June – December 2013 recruitment competitions

B.2.1 Appointments from competitions held in June – December 2013 for permanent NICS jobs

By 1 February 2014, a total of 165 appointments had been made from 27 of the 55 competitions for permanent NICS jobs, while no appointments had been made from the remaining 28 competitions. Analysis of appointments from these 27 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 B.3.

The analysis in terms of community background shows the number of Catholic appointees was lower than expected (69 rather than 79), while the number of appointees who were Protestant was higher than expected. In terms of age there were fewer appointees than expected in the 40-49 age category. The number of appointees who were not NICS employees was also lower than might have been expected. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.

B.2.2 Appointments from competitions held in June – December 2013 for temporary NICS jobs

By 1 February 2014, a total of 84 appointments had been made from 6 of the 7 competitions for temporary NICS jobs, while no appointments had been made from the remaining competition. Analysis in terms of gender shows that fewer than expected females were appointed (26 rather than 36). In terms of community background, substantially fewer Catholics were appointed than would be expected if the groups were equal in terms of merit (25 rather than 42). Details are shown in

Table B.4. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.

Table B.1: Recruitment competitions for permanent NICS jobs with application closing date in June - December 2013: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	22,320	
Gender ¹⁹⁴	Male	10,921	49.0%
	Female	11,384	51.0%
Community Background	Protestant	9,900	44.4%
	Catholic	11,026	49.4%
	Not Determined	1,394	6.2%
Ethnicity ¹⁹⁵	White	22,045	98.8%
	Minority Ethnic Groups	263	1.2%
Disability	With a declared disability	710	3.2%
	Without a declared disability	21,610	96.8%
Age-group ¹⁹⁶	16-24	7,372	33.0%
	25-39	11,546	51.7%
	40-49	2,269	10.2%
	50+	1,129	5.1%
Sexual Orientation ¹⁹⁷	Both sexes	244	1.1%
	Different sex	21,454	96.2%
	Same sex	615	2.8%
NICS employment history ¹⁹⁸	Current	2,032	10.5%
	Previous	2,113	10.9%
	None	15,175	78.5%

¹⁹⁴ Gender information missing for 15 applicants.

¹⁹⁵ Ethnicity data missing for 12 applicants.

¹⁹⁶ Based on age at closing date for applications. Age information is missing or invalid for 4 applicants.

¹⁹⁷ Sexual orientation information missing for 7 applicants.

¹⁹⁸ NICS employment history missing for 3,000 applicants. For the Fast Stream Staff Officer competition, this information is collected after candidates have passed the online test stage and so is missing for 2,971 applicants. For other competitions, this information is missing for 29 applicants.

Table B.2: Recruitment competitions for temporary NICS jobs with application closing date in June - December 2013: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	3,377	
Gender	Male	1,738	51.5%
	Female	1,639	48.5%
Community Background	Protestant	1,352	40.0%
	Catholic	1,774	52.5%
	Not Determined	251	7.4%
Ethnicity¹⁹⁹	White	3,326	98.5%
	Minority Ethnic Groups	50	1.5%
Disability	With a declared disability	129	3.8%
	Without a declared disability	3,248	96.2%
Age-group²⁰⁰	16-24	1,590	47.1%
	25-39	1,320	39.1%
	40-49	286	8.5%
	50+	181	5.4%
Sexual Orientation²⁰¹	Both sexes/ same sex	151	4.5%
	Different sex	3,223	95.5%
NICS employment history²⁰²	Current	95	2.8%
	Previous	487	14.4%
	None	2,791	82.7%

¹⁹⁹ Ethnicity data missing for 1 applicant.

²⁰⁰ Based on age at closing date for applications.

²⁰¹ Sexual orientation information missing for 3 applicants.

²⁰² NICS employment history missing for 4 applicants.

Table B.3: Recruitment competitions for permanent NICS jobs with application closing date in June - December 2013: comparison of actual and expected appointees²⁰³

Equality Category	Description	'Expected' Appointees (based on proportionate success of applicants) ²⁰⁴	Actual Appointees ²⁰⁵	Difference (Actual minus 'Expected')
Overall	Total	165	165	0
Gender	Male	94	96	2
	Female	71	69	-2
Community Background	Protestant	73	82	9
	Catholic	79	69	-10
	Not Determined	13	14	1
Ethnicity	White	163	#	#
	Minority Ethnic Groups	2	*	#
Disability	With a declared disability	5	*	#
	Without a declared disability	160	#	#
Age-group²⁰⁶	16-24	45	48	3
	25-39	88	91	3
	40-49	21	14	-7
	50+	11	12	1
Sexual Orientation	Both sexes/ same sex	6	6	0
	Different sex	159	159	0
NICS employment history²⁰⁷	Current	34	53	19
	Previous	20	11	-9
	None	111	100	-11

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).

²⁰³ As of 1 February 2014. Based on proportionate success rates for each group of applicants.

²⁰⁴ 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.

²⁰⁵ Further appointments may be made from these competitions, which may change the profile.

²⁰⁶ Based on age at closing date for applications.

²⁰⁷ NICS employment history missing for 1 appointee.

Table B.4: Recruitment competitions for temporary NICS jobs with application closing date in June - December 2013: comparison of actual and expected appointees²⁰⁸

Equality Category	Description	'Expected' Appointees (based on proportionate success of applicants) ²⁰⁹	Actual Appointees ²¹⁰	Difference (Actual minus 'Expected')
Overall	Total	84	84	0
Gender	Male	48	58	10
	Female	36	26	-10
Community Background	Protestant	33	52	19
	Catholic	42	25	-17
	Not Determined	9	7	-2
Ethnicity	White	82	#	#
	Minority	2	*	#
	Ethnic Groups			
Disability	With a declared disability	3	*	#
	Without a declared disability	81	#	#
Age-group²¹¹	16-24	42	46	4
	25+	42	38	-4
Sexual Orientation	Both sexes/ same sex	4	#	#
	Different sex	80	#	#
NICS employment history	Current	3	*	#
	Previous	10	#	#
	None	71	67	-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).

²⁰⁸ As of 1 February 2014. Based on proportionate success rates for each group of applicants.

²⁰⁹ 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.

²¹⁰ Further appointments may be made from these competitions, which may change the profile.

²¹¹ Based on age at closing date for applications.

B.3 Analysis of key interim stages of the 2013 recruitment competitions for permanent NICS jobs

B.3.1 Applicants available for 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. Candidates may withdraw prior to the shortlisting stage. Of the 21,322 eligible applicants, a total of 16,961 (79.5%) remained available for shortlisting (e.g. attended the shortlisting test). Aggregating results, the actual and expected numbers of applicants available for shortlisting (based on eligible applicants) are presented in Table B.5.

Across most of the equality categories, the number of applicants available for shortlisting was broadly similar to what might have been expected. While more males and more Protestants than expected remained in the competition, this represents a relatively small percentage deviation from the expected number. However, a higher than expected number of candidates who had declared a disability remained available for shortlisting (592 rather than 540). Fewer than expected candidates who had a sexual orientation towards both sexes remained available for shortlisting, while a higher than expected number of candidates who had NICS experience stayed in the competition.

B.3.2 Applicants invited to interview

Of the 16,961 candidates available for shortlisting, 1,850 (or 10.9%) were invited to interview.

The analysis presented in Table B.6 shows that the number of candidates with a Catholic community background who were invited to interview was lower than expected if all groups were equal in terms of merit (801 rather than 875). Candidates with a declared disability were also less likely to be successful at the invitation to interview stage. In terms of age, a higher than expected number of candidates aged 25-39 were invited to interview; the converse was true for the other age categories. Current NICS employees were more likely to be successful at this stage.

Table B.5: Recruitment competitions for NICS permanent jobs with application closing date in June - December 2013: comparison of actual and expected applicants available for shortlisting²¹²

Equality Category	Description	'Expected' Applicants available for shortlisting (based on proportionate success)²¹³	Actual Applicants available for shortlisting	Difference (Actual minus 'Expected')
Overall	Total	16,961	16,961	0
Gender²¹⁴	Male	8,226	8,290	64
	Female	8,728	8,665	-63
Community Background	Protestant	7,607	7,726	119
	Catholic	8,341	8,231	-110
	Not Determined	1,013	1,004	-9
Ethnicity²¹⁵	White	16,759	16,750	-9
	Minority Ethnic Groups	197	206	9
Disability	With a declared disability	540	592	52
	Without a declared disability	16,421	16,369	-52
Age-group²¹⁶	16-24	5,619	5,454	-165
	25-39	8,714	8,850	136
	40-49	1,746	1,775	29
	50+	881	882	1
Sexual Orientation²¹⁷	Both sexes	186	177	-9
	Different sex	16,298	16,312	14
	Same sex	473	469	-4
NICS employment history²¹⁸	Current	1,670	1,774	104
	Previous	1,742	1,822	80
	None	12,191	12,101	-90

²¹² As of 1 February 2014. Based on proportionate success rates for each group of eligible applicants.

²¹³ 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.

²¹⁴ Gender data missing for 6 applicants available for shortlisting.

²¹⁵ Ethnicity data missing for 5 applicants available for shortlisting.

²¹⁶ Based on age at closing date for applications.

²¹⁷ Sexual orientation information missing for 3 applicants available for shortlisting.

²¹⁸ NICS employment history missing for 1,264 applicants available for shortlisting.

Table B.6: Recruitment competitions for NICS permanent jobs with application closing date in June - December 2013: comparison of actual and expected applicants invited to interview²¹⁹

Equality Category	Description	'Expected' Applicants invited to interview (based on proportionate success)²²⁰	Actual Applicants invited to interview	Difference (Actual minus 'Expected')
Overall	Total	1,850	1,850	0
Gender²²¹	Male	1,035	1,047	12
	Female	813	802	-11
Community Background	Protestant	839	907	68
	Catholic	875	801	-74
	Not Determined	136	142	6
Ethnicity²²²	White	1,826	1,830	4
	Minority Ethnic Groups	22	18	-4
Disability	With a declared disability	62	57	-5
	Without a declared disability	1,788	1,793	5
Age-group²²³	16-24	378	343	-35
	25-39	908	974	66
	40-49	360	338	-22
	50+	204	195	-9
Sexual Orientation²²⁴	Both sexes	17	19	2
	Different sex	1,794	1,791	-3
	Same sex	36	37	1
NICS employment history²²⁵	Current	406	439	33
	Previous	192	196	4
	None	1,195	1,194	-1

²¹⁹ As of 1 February 2014. Based on proportionate success rates for each group of applicants available for shortlisting.

²²⁰ Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants invited to interview with missing information within that category.

²²¹ Gender data missing for 1 applicant invited to interview.

²²² Ethnicity data missing for 2 applicants invited to interview.

²²³ Based on age at closing date for applications.

²²⁴ Sexual orientation information missing for 3 applicants invited to interview.

²²⁵ NICS employment history missing for 21 applicants invited to interview.

B.3.3 Applicants who passed interview

A total of 946 candidates out of the 1,353 who attended interview (69.9%) passed the interview. In Table B.7, 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 slightly fewer than expected males passed the interview (512 rather than 525). The analysis also shows that fewer than expected candidates aged 16-24 passed the interview. Current NICS employees were more likely to be successful at the interview stage.

B.3.4 Applicants offered appointment

By 1 February 2014, a total of 243 out of the 946 applicants (25.7%) who passed the interview had been offered a job. A profile of those candidates who had been offered a job is presented in Table B.8 and compared with the expected profile, based on the profile of the candidates who passed the interview.

The analysis shows that a few more candidates aged 16-24 and fewer candidates aged 40-49 than expected were offered appointment. The number of candidates offered employment who were existing NICS staff was slightly higher than might have been expected, while the number of candidates who had previously been employed by the NICS was lower than expected.

Table B.7: Recruitment competitions for permanent NICS jobs with application closing date in June - December 2013: comparison of actual and expected applicants who passed interview²²⁶

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success)²²⁷	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	946	946	0
Gender²²⁸	Male	525	512	-13
	Female	420	433	13
Community Background	Protestant	484	489	5
	Catholic	379	375	-4
	Not Determined	83	82	-1
Ethnicity	White	933	934	1
	Minority Ethnic Groups	12	12	0
Disability	With a declared disability	22	18	-4
	Without a declared disability	924	928	4
Age-group²²⁹	16-24	227	215	-12
	25-39	516	528	12
	40-49	131	130	-1
	50+	72	73	1
Sexual Orientation	Both sexes	14	14	0
	Different sex	911	913	2
	Same sex	20	19	-1
NICS employment history²³⁰	Current	140	153	13
	Previous	116	108	-8
	None	679	676	-3

²²⁶ As of 1 February 2014. Based on proportionate success rates for each group of applicants who attended interview.

²²⁷ 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.

²²⁸ Gender information missing for 1 applicant who passed the interview.

²²⁹ Based on age at closing date for applications.

²³⁰ NICS employment history missing for 9 applicants who passed the interview.

Table B.8: Recruitment competitions for permanent NICS jobs with application closing date in June - December 2013: comparison of actual and expected applicants offered appointment²³¹

Equality Category	Description	'Expected' Applicants offered appointment (based on proportionate success) ²³²	Actual Applicants offered appointment	Difference (Actual minus 'Expected')
Overall	Total	243	243	0
Gender	Male	133	133	0
	Female	110	110	0
Community Background	Protestant	127	122	-5
	Catholic	96	99	3
	Not Determined	20	22	2
Ethnicity	White	240	#	#
	Minority Ethnic Groups	3	*	#
Disability	With a declared disability	4	*	#
	Without a declared disability	239	#	#
Age-group²³³	16-24	59	65	6
	25-39	144	147	3
	40-49	26	17	-9
	50+	14	14	0
Sexual Orientation	Both sexes/ same sex	8	7	-1
	Different sex	235	236	1
NICS employment history²³⁴	Current	57	62	5
	Previous	27	17	-10
	None	157	163	6

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).

²³¹ As of 1 February 2014. Based on proportionate success rates for each group of applicants who passed the interview.

²³² 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.

²³³ Based on age at closing date for applications.

²³⁴ NICS employment history missing for 1 applicant offered appointment.

B.4 Analysis of key interim stages of the 2013 recruitment competitions for temporary NICS jobs

B.4.1 Applicants invited to interview

Of the 2,878 candidates available for shortlisting, 474 (16.5%) were invited to interview.

The analysis presented in Table B.9 shows that based on those candidates available for shortlisting, fewer than expected candidates from a Catholic community background were invited to interview (219 rather than 237). The analysis also shows that candidates aged 25-39 were more likely to be invited to interview, while candidates in the other age categories were less likely to be invited to interview. Candidates who had previously been NICS employees were also more likely to be invited to interview.

B.4.2 Applicants who passed interview

A total of 456 candidates passed the interview. In Table B.10, 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 profile is very similar to that which might be expected.

B.4.3 Applicants offered appointment

By 1 February 2014, a total of 153 out of the 446 applicants who passed the interview had been offered a job. A profile of these candidates is presented in Table B.11 and compared with the profile that would be expected if candidates in each group who passed the interview were equal in merit.

In terms of gender, slightly fewer females than expected were appointed (64 rather than 71). The analysis also shows that the number of Catholics offered appointment was lower than might be expected (58 rather than 72). In terms of age, the number of candidates aged 16-24 was a little more than expected. The outcome at this stage is likely to reflect the merit order of candidates.

Table B.9: Recruitment competitions for temporary NICS jobs with application closing date in June - December 2013: comparison of actual and expected applicants invited to interview²³⁵

Equality Category	Description	'Expected' Applicants invited to interview (based on proportionate success)²³⁶	Actual Applicants invited to interview	Difference (Actual minus 'Expected')
Overall	Total	474	474	0
Gender	Male	280	273	-7
	Female	194	201	7
Community Background	Protestant	194	217	23
	Catholic	237	219	-18
	Not Determined	43	38	-5
Ethnicity²³⁷	White	464	464	0
	Minority Ethnic Groups	9	9	0
Disability	With a declared disability	15	14	-1
	Without a declared disability	459	460	1
Age-group²³⁸	16-24	229	219	-10
	25-39	183	213	30
	40+	63	42	-21
Sexual Orientation²³⁹	Both sexes/ same sex	21	24	3
	Different sex	450	447	-3
NICS employment history²⁴⁰	Current	18	16	-2
	Previous	62	74	12
	None	391	380	-11

²³⁵ As of 1 February 2014. Based on proportionate success rates for each group of applicants available for shortlisting.

²³⁶ Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants invited to interview with missing information within that category.

²³⁷ Ethnicity information missing for 1 applicant invited to interview.

²³⁸ Based on age at closing date for applications.

²³⁹ Sexual orientation information missing for 3 applicants invited to interview.

²⁴⁰ NICS employment history missing for 4 applicants invited to interview.

Table B.10: Recruitment competitions for temporary NICS jobs with application closing date in June - December 2013: comparison of actual and expected applicants who passed interview²⁴¹

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success) ²⁴²	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	446	446	0
Gender	Male	250	249	-1
	Female	196	197	1
Community Background	Protestant	203	205	2
	Catholic	209	211	2
	Not Determined	33	30	-3
Ethnicity²⁴³	White	438	#	#
	Minority Ethnic Groups	7	#	#
Disability	With a declared disability	14	14	0
	Without a declared disability	432	432	0
Age-group²⁴⁴	16-24	201	200	-1
	25-39	206	208	2
	40+	39	38	-1
Sexual Orientation²⁴⁵	Both sexes/same sex	21	21	0
	Different sex	422	422	0
NICS employment history²⁴⁶	Current	15	15	0
	Previous	73	73	0
	None	354	354	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).

²⁴¹ As of 1 February 2014. Based on proportionate success rates for each group of applicants who attended interview.

²⁴² 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.

²⁴³ Ethnicity information missing for 1 applicant who passed interview.

²⁴⁴ Based on age at closing date for applications.

²⁴⁵ Sexual orientation information missing for 3 applicants who passed interview.

²⁴⁶ NICS employment history missing for 4 applicants who passed interview.

Table B.11: Recruitment competitions for temporary NICS jobs with application closing date in June - December 2013: comparison of actual and expected applicants offered appointment²⁴⁷

Equality Category	Description	'Expected' Applicants offered appointment (based on proportionate success) ²⁴⁸	Actual Applicants offered appointment	Difference (Actual minus 'Expected')
Overall	Total	153	153	0
Gender	Male	82	89	7
	Female	71	64	-7
	Protestant	70	86	16
	Catholic	72	58	-14
	Not Determined	12	9	-3
Ethnicity	White	151	#	#
	Minority Ethnic Groups	2	*	#
Disability	With a declared disability	5	*	#
	Without a declared disability	148	#	#
Age-group²⁴⁹	16-24	69	75	6
	25-39	73	69	-4
	40+	10	9	-1
Sexual Orientation	Both sexes/ same sex	8	#	#
	Different sex	145	#	#
NICS employment history	Current	5	*	#
	Previous	25	#	#
	None	123	123	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).

²⁴⁷ As of 1 February 2014. Based on proportionate success rates for each group of applicants who passed the interview.

²⁴⁸ 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.

²⁴⁹ Based on age at closing date for applications.

B.5 NICS Senior Civil Service recruitment competitions which closed for applications during June – December 2013²⁵⁰

B.5.1 Applications

A total of 12 Senior Civil Service competitions were held, which had a closing date for applications in June - December 2013. The total number of applications received was 983. A profile of the applicants is presented in Table 19.

Around three fifths of applications were from males (60.2%) and two fifths (39.8%) from females. In terms of community background, the largest proportion of candidates were Catholic (48.8%), while 43.7% of applicants were Protestant and a further 7.4% not determined. Candidates who declared a disability accounted for 3.7% of the total candidate pool. In terms of age, the largest proportion of applicants (45.5%) were aged 40-49 at the closing date for applications, with 37.1% aged 50 or over and 17.4% aged 25-39. One in two candidates (50.9%) reported that they were a current NICS employee, with 38.2% reporting they had no NICS employment history.

B.5.2 Appointments

By 1 February 2014, a total of 12 candidates had been appointed from 8 competitions, while no appointments had been made from the other 4 competitions. While the numbers are small, the gender profile of appointees (7 males and 5 females) was in line with what would be expected if males and females had been equal in merit. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.

²⁵⁰ Competitions for which applications closed between 1 June 2013 and 31 December 2013 are included.

Table B.12: NICS Senior Civil Service recruitment competitions for jobs with application closing date in June - December 2013: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	983	
Gender ²⁵¹	Male	591	60.2%
	Female	391	39.8%
Community Background	Protestant	430	43.7%
	Catholic	480	48.8%
	Not Determined	73	7.4%
Ethnicity	White	#	#
	Minority Ethnic Groups	#	#
Disability	With a declared disability	36	3.7%
	Without a declared disability	947	96.3%
Age-group ²⁵²	16-24	0	0.0%
	25-39	171	17.4%
	40-49	447	45.5%
	50+	364	37.1%
Sexual Orientation ²⁵³	Both sexes/ same sex	#	#
	Different sex	#	#
NICS employment history ²⁵⁴	Current	500	50.9%
	Previous	107	10.9%
	None	375	38.2%

²⁵¹ Gender missing for 1 applicant.

²⁵² Based on age at closing date for applications. Age information missing or invalid for 1 applicant.

²⁵³ Sexual orientation information missing for 2 applicants.

²⁵⁴ NICS employment history missing for 1 applicant.