

ANALYSIS OF NICS RECRUITMENT COMPETITIONS

1 January 2014 – 31 December 2014

March 2015



PAGE INTENTIONALLY BLANK

Contents

	Page
Executive Summary.....	3
Section 1: Purpose of the report	5
Section 2: NICS recruitment competitions which closed for applications during 2014.....	7
Section 3: NICS Senior Civil Service recruitment competitions which closed for applications during 2014	29

PAGE INTENTIONALLY BLANK

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 2014, 71 NICS recruitment competitions were held¹, attracting 6,192 applications. By 1 February 2015, 104 appointments had been made. The only competition held which attracted a high volume of applicants was the Fast Stream Staff Officer competition. The volume of recruitment activity was lower than in any of the last three years.

Permanent NICS jobs

- There were 60 competitions for permanent NICS jobs, which attracted a total of 5,599 applications.
- By 1 February 2015, 61 appointments had been made from these competitions. Fewer than expected males and candidates with a Protestant/Not Determined community background were appointed. The number of appointees with no NICS experience was also a little lower than might have been expected. As regards age, a higher than expected number of appointees were aged 40-49. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.
- The proportion of applicants who were eligible (72.7%) was lower than in 2013.
- In relation to the first key selection stage (invitation to interview), the analysis shows that candidates aged 16-24 were a little less likely to be invited to interview. A few more current NICS employees than expected were successful at this stage - this was also true for candidates with no NICS experience.
- At the interview stage, the analysis shows that fewer than expected males and candidates with a 'Not Determined' community background passed the interview. There were no such imbalances across other equality categories.
- Of those candidates who passed the interview, the number of males offered appointment was slightly lower than expected. Differences across other equality categories were smaller.

Temporary NICS jobs

- There were 11 recruitment competitions for temporary NICS jobs. These competitions attracted 593 applications.
- By 1 February 2015, 43 appointments had been made from these competitions. Fewer males were appointed than might have been expected if the 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.
- The proportion of applicants who were eligible (65.4%) was lower than in 2013.
- Analysis of the interim stages of the competitions reveals that a few more males than expected were successful at the 'invitation to interview' stage, while females were more likely to pass the interview.

Senior Civil Service jobs

- There were 7 competitions for Senior Civil Service jobs, attracting 57 applications. By 1 February 2015, 4 appointments had been made from these competitions.
- In relation to the interim stages, the only finding of note was that current NICS employees were more likely to be deemed eligible for the competition.

¹ Had a closing date for applications between 1 January and 31 December 2014.

PAGE INTENTIONALLY BLANK

1. Purpose of the report

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

Information is presented on those competitions which had a closing date for applications between 1 January 2014 and 31 December 2014.

PAGE INTENTIONALLY BLANK

2. NICS recruitment competitions which closed for applications during 2014²

2.1 Applications

In 2014, there were 71 NICS recruitment competitions which closed for applications. The total number of applications received was 6,192.

2.1.1 Applications for permanent jobs

Of the 71 recruitment competitions which closed for applications during 2014, 60 were for permanent NICS jobs. These competitions attracted 5,599 applications. A profile of these applicants³ is presented in Table 1.

Almost three out of five applicants were male (57.2%), with females representing 42.8% of applicants. In terms of community background, over half of applicants were from Catholics (52.9%), while 40.4% of applications received were from Protestants and 6.7% of applications were from those whose community background was not determined. The proportion of applications from minority ethnic groups was 1.8% and the proportion of applicants who declared a disability was 3.5%. In terms of age, over half of applicants (55.4%) were aged 25-39, with 25.1% aged 16-24. The proportion of applicants aged 50 or over was 6.4%. In terms of sexual orientation, 96.4% of applicants stated their orientation was towards someone of a different sex, with 2.5% reporting orientation towards someone of the same sex and 1.1% reporting orientation towards both sexes. Around one in five applicants (18.6%) reported they were a current NICS employee, with 9.3% of applicants reporting that they had previously been an NICS employee and 72.1% 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 1 to 2,704.

2.1.2 Applications for temporary jobs

Of the 71 NICS recruitment competitions analysed in this report, 11 were for temporary NICS jobs. These competitions attracted 593 applications. A profile of these applicants is presented in Table 2.

Around three out of five applications were from males (61.7%) with 38.3% from females. In terms of community background, similar proportions of applications received were from Protestants (44.4%) and Catholics (45.0%), while 10.6% were

² Competitions for which applications closed between 1 January 2014 and 31 December 2014 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.

from applicants whose community background was not determined. The proportion of applications from minority ethnic groups was 2.0% and the proportion of applicants who declared a disability was 2.0%. In terms of age, almost three fifths of applicants (59.5%) were aged 16-24, with 30.4% aged 25-39. In the older age categories, 6.9% of applicants were aged 40-49 and 3.2% of applicants were aged 50 or over. In relation to sexual orientation, 96.8% of applicants stated their orientation was towards someone of a different sex, with 2.2% reporting orientation towards someone of the same sex and 1.0% reporting orientation towards both sexes. The proportion of applicants who reported they were a current NICS employee was 1.5%, while 2.1% reported that they had previously been an NICS employee and 96.4% reported no NICS employment history.

The number of applicants for each of the various competitions with a closing date in 2014 ranged from 2 to 224.

2.2 Analysis of appointments from the 2014 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 2014 for permanent NICS jobs

By 1 February 2015, a total of 61 appointments had been made from 38 of the 60 competitions for permanent NICS jobs, while no appointments had been made from the remaining 22 competitions. Analysis of appointments from these 38 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 (30 rather than 21) and fewer males (31 rather than 40) than expected were appointed. The analysis in terms of community background shows the number of Catholic appointees was a little higher than expected (38 rather than 31), while the number of appointees who were Protestant/Not Determined was lower than expected. In terms of age there were a few more appointees than expected in the 40-49 age category. The number of appointees with no NICS experience was a little lower than might have been expected (39 rather than 44); the converse was true for current NICS staff (15 appointed compared with 11 expected). 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 2014 for temporary NICS jobs

By 1 February 2015, a total of 43 appointments had been made from 9 of the 11 competitions for temporary NICS jobs, while no appointments had been made from the remaining 2 competitions. Analysis in terms of gender shows that the number

of males appointed was a little lower than expected (22 rather than 29). The community background profile of appointees was broadly in line with what would be expected. In terms of age, the number of appointees in each group was in line with what would be expected. 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 2014: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	5,599	
Gender⁴	Male	3,201	57.2%
	Female	2,393	42.8%
Community Background	Protestant	2,263	40.4%
	Catholic	2,962	52.9%
	Not Determined	374	6.7%
Ethnicity⁵	White	5,487	98.2%
	Minority Ethnic Groups	102	1.8%
Disability	With a declared disability	194	3.5%
	Without a declared disability	5,405	96.5%
Age-group⁶	16-24	1,402	25.1%
	25-39	3,100	55.4%
	40-49	736	13.2%
	50+	358	6.4%
Sexual Orientation⁷	Both sexes	62	1.1%
	Different sex	5,393	96.4%
	Same sex	141	2.5%
NICS employment history⁸	Current	562	18.6%
	Previous	280	9.3%
	None	2,180	72.1%

⁴ Gender information missing for 5 applicants.

⁵ Ethnicity data missing for 10 applicants.

⁶ Based on age at closing date for applications. Age information is missing or invalid for 3 applicants.

⁷ Sexual orientation information missing for 3 applicants.

⁸ NICS employment history missing for 2,577 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 2,521 applicants. For other competitions, this information is missing for 56 applicants.

Table 2: Recruitment competitions for temporary NICS jobs with application closing date in 2014: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	593	
Gender	Male	366	61.7%
	Female	227	38.3%
Community Background	Protestant	263	44.4%
	Catholic	267	45.0%
	Not Determined	63	10.6%
Ethnicity	White	581	98.0%
	Minority Ethnic Groups	12	2.0%
Disability	With a declared disability	12	2.0%
	Without a declared disability	581	98.0%
Age-group⁹	16-24	353	59.5%
	25-39	180	30.4%
	40-49	41	6.9%
	50+	19	3.2%
Sexual Orientation¹⁰	Both sexes	6	1.0%
	Different sex	573	96.8%
	Same sex	13	2.2%
NICS employment history¹¹	Current	9	1.5%
	Previous	12	2.1%
	None	562	96.4%

⁹ Based on age at closing date for applications.

¹⁰ Sexual orientation information missing for 1 applicant.

¹¹ NICS employment history missing for 10 applicants.

Table 3: Recruitment competitions for permanent NICS jobs with application closing date in 2014: comparison of actual and expected appointees¹²

Equality Category	Description	'Expected' Appointees (based on proportionate success of applicants) ¹³	Actual Appointees ¹⁴	Difference (Actual minus 'Expected')
Overall	Total	61	61	0
Gender	Male	40	31	-9
	Female	21	30	9
Community Background ¹⁵	Protestant/ Not Determined	30	23	-7
	Catholic	31	38	7
Ethnicity	White	59	#	#
	Minority Ethnic Groups	2	*	#
Disability	With a declared disability	1	0	-1
	Without a declared disability	60	61	1
Age-group ¹⁶	16-39	33	29	-4
	40-49	16	22	6
	50+	11	10	-1
Sexual Orientation ¹⁷	Both sexes/ same sex	1	*	#
	Different sex	60	#	#
NICS employment history ¹⁸	Current	11	15	4
	Previous	5	5	0
	None	44	39	-5

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).

¹² As of 1 February 2015. Based on proportionate success rates for each group of applicants.

¹³ 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.

¹⁴ Further appointments may be made from these competitions, which may change the profile.

¹⁵ Protestant and Not Determined groups combined due to small numbers (<5) of appointees in the 'Not Determined' group.

¹⁶ Based on age at closing date for applications. The 16-24 and 25-39 categories were combined due to small numbers (<5) of appointees in the 16-24 age group.

¹⁷ The 'Both sexes' and 'Same sex' categories were combined due to small numbers of appointees (<5) in these categories.

¹⁸ NICS employment history missing for 2 appointees.

Table 4: Recruitment competitions for temporary NICS jobs with application closing date in 2014: comparison of actual and expected appointees¹⁹

Equality Category	Description	'Expected' Appointees (based on proportionate success of applicants)²⁰	Actual Appointees²¹	Difference (Actual minus 'Expected')
Overall	Total	43	43	0
Gender	Male	29	22	-7
	Female	14	21	7
Community Background²²	Protestant/Not Determined	23	21	-2
	Catholic	20	22	2
Ethnicity	White	42	#	#
	Minority Ethnic Groups	1	*	#
Disability	With a declared disability	1	*	#
	Without a declared disability	42	#	#
Age-group²³	16-24	31	31	0
	25+	12	12	0
Sexual Orientation²⁴	Both sexes/same sex	1	*	#
	Different sex	42	#	#
NICS employment history	Current	0	*	#
	Previous	1	*	#
	None	41	#	#

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).

¹⁹ As of 1 February 2015. Based on proportionate success rates for each group of applicants.

²⁰ 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.

²¹ Further appointments may be made from these competitions, which may change the profile.

²² Protestant and Not Determined groups combined due to small numbers (<5) of appointees in the 'Not Determined' group.

²³ Based on age at closing date for applications. The 25-39, 40-49 and 50+ categories were combined due to small numbers (<5) of appointees in the 40-49 and 50+ age groups.

²⁴ The 'Both sexes' and 'Same sex' categories were combined due to small numbers of appointees (<5) in these categories.

2.3 Analysis of interim stages of the 2014 recruitment competitions for permanent NICS jobs

2.3.1 Eligible applicants

Overall, 4,070 of the 5,599 applicants (72.7%) were deemed to be eligible for the competition for which they had applied. For each competition, the profile of applicants has been used to calculate the composition of eligible applicants that would have been expected if the groups of applicants within each equality category (e.g. males and females) had been equal in merit. These results were then added together to obtain the overall 'expected' compositions reported in Table 5.

In general, the analysis revealed relatively small differences between the actual and expected numbers of eligible applicants. The largest difference was in relation to NICS experience, with current and previous NICS employees having been more likely to meet the eligibility criteria. There were also fewer than expected eligible applicants from a 'Not Determined' community background, and fewer than expected eligible applicants aged 50 or over.

2.3.2 Applicants who withdrew prior to shortlisting

The shortlisting stage can take different forms, depending on the competition, e.g. paper sift, shortlisting test, etc or even a combination of these. Of the 4,070 eligible applicants, a total of 1,388 withdrew prior to shortlisting. The actual and expected numbers of applicants who withdrew prior to shortlisting (based on eligible applicants) are presented in Table 6.

The analysis shows that more female and more Catholics than expected withdrew from the competition at this stage. However a lower than expected number of candidates who had declared a disability withdrew. Fewer candidates who had no NICS experience withdrew prior to shortlisting.

2.3.3 Applicants invited to interview

Following shortlisting, 1,057 (or 38.7%) of the remaining 2,732 candidates were invited to interview.

The analysis presented in Table 7 shows that the profile of applicants invited to interview in terms of gender, community background, disability, ethnicity and sexual orientation was broadly in line with what would be expected if the groups within each equality category were equal in terms of merit. Candidates aged 16-24 were a little less likely to be invited to interview. A few more current NICS employees than expected were successful at this stage (257 rather than 244); this was also true for candidates with no NICS experience.

Table 5: Recruitment competitions for permanent NICS jobs with application closing date in 2014: 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	4,070	4,070	0
Gender²⁷	Male	2,251	2,254	3
	Female	1,814	1,811	-3
Community Background	Protestant	1,697	1,708	11
	Catholic	2,133	2,133	0
	Not Determined	240	229	-11
Ethnicity²⁸	White	3,983	3,983	0
	Minority Ethnic Groups	78	78	0
Disability	With a declared disability	148	144	-4
	Without a declared disability	3,922	3,926	4
Age-group²⁹	16-24	1,204	1,184	-20
	25-39	2,243	2,258	15
	40-49	425	442	17
	50+	196	183	-13
Sexual Orientation³⁰	Both sexes	49	45	-4
	Different sex	3,908	3,912	4
	Same sex	111	112	1
NICS employment history³¹	Current	305	342	37
	Previous	130	141	11
	None	1,089	1,044	-45

²⁵ As of 1 February 2015. 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 5 eligible applicants.

²⁸ Ethnicity data missing for 9 eligible applicants.

²⁹ Based on age at closing date for applications. Age information is missing or invalid for 3 eligible applicants.

³⁰ Sexual orientation information missing for 1 eligible applicant.

³¹ NICS employment history missing for 2,543 eligible applicants.

Table 6: Recruitment competitions for NICS permanent jobs with application closing date in 2014: comparison of actual and expected applicants who withdrew prior to shortlisting³²

Equality Category	Description	'Expected' Applicants withdrawn prior to shortlisting (based on proportionate withdrawal) ³³	Actual Applicants withdrawn prior to shortlisting	Difference (Actual minus 'Expected')
Overall	Total	1,338	1,338	0
Gender³⁴	Male	622	588	-34
	Female	713	747	34
Community Background	Protestant	563	520	-43
	Catholic	715	755	40
	Not Determined	61	63	2
Ethnicity³⁵	White	1,307	1,306	-1
	Minority Ethnic Groups	27	27	0
Disability	With a declared disability	58	21	-37
	Without a declared disability	1,280	1,317	37
Age-group³⁶	16-24	483	484	1
	25-39	751	758	7
	40-49	85	78	-7
	50+	18	18	0
Sexual Orientation	Both sexes	20	23	3
	Different sex	1,273	1,265	-8
	Same sex	46	50	4
NICS employment history³⁷	Current	24	*	#
	Previous	4	*	#
	None	79	12	-67

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).

³² As of 1 February 2015. Based on proportionate withdrawal 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 who withdrew prior to shortlisting with missing information within that category.

³⁴ Gender data missing for 3 applicants who withdrew prior to shortlisting.

³⁵ Ethnicity data missing for 5 applicants who withdrew prior to shortlisting.

³⁶ Based on age at closing date for applications.

³⁷ NICS employment history missing for 1,320 applicants who withdrew prior to shortlisting.

Table 7: Recruitment competitions for NICS permanent jobs with application closing date in 2014: comparison of actual and expected applicants invited to interview³⁸

Equality Category	Description	'Expected' Applicants invited to interview (based on proportionate success)³⁹	Actual Applicants invited to interview	Difference (Actual minus 'Expected')
Overall	Total	1,057	1,057	0
Gender⁴⁰	Male	741	736	-5
	Female	316	320	4
Community Background	Protestant	433	427	-6
	Catholic	541	546	5
	Not Determined	83	84	1
Ethnicity⁴¹	White	1,038	1,039	1
	Minority Ethnic Groups	19	17	-2
Disability	With a declared disability	24	25	1
	Without a declared disability	1,033	1,032	-1
Age-group⁴²	16-24	143	136	-7
	25-39	573	584	11
	40-49	223	219	-4
	50+	116	115	-1
Sexual Orientation⁴³	Both sexes/ same sex	18	19	1
	Different sex	1,038	1,037	-1
NICS employment history⁴⁴	Current	244	257	13
	Previous	98	93	-5
	None	670	696	26

³⁸ As of 1 February 2015. Based on proportionate success rates for each group of applicants available for shortlisting.

³⁹ 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.

⁴⁰ Gender data missing for 1 applicant invited to interview.

⁴¹ Ethnicity data missing for 1 applicant invited to interview.

⁴² Based on age at closing date for applications. Age information is missing or invalid for 3 applicants invited to interview.

⁴³ The 'Both sexes' and 'Same sex' categories were combined due to small numbers (<5) in the 'Both sexes' category. Sexual orientation information missing for 1 applicant invited to interview.

⁴⁴ NICS employment history missing for 11 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 1,057 candidates invited to interview, 710 (or 67.2%) 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 427 candidates out of the 710 who attended interview (60.1%) 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 more females than expected passed the interview (127 rather than 121). Fewer than expected candidates whose community background was 'Not Determined' passed the interview, while a few more Protestants than expected passed the interview.

2.3.6 Applicants offered appointment

By 1 February 2015, a total of 70 out of the 427 applicants (16.4%) 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.

2.3.7 Appointed candidates.

Of the 70 applicants offered appointment, 61 had started in post by 1 February 2015. A profile of these appointees is compared with the expected profile, if appointments were in line with those offered appointment, in Table 11.

The analysis shows the profile of appointees across all equality categories was very similar to the expected profile.

Table 8: Recruitment competitions for permanent NICS jobs with application closing date in 2014: comparison of actual and expected applicants who attended interview⁴⁵

Equality Category	Description	'Expected' Applicants who attended interview (based on proportionate attendance)⁴⁶	Actual Applicants who attended interview	Difference (Actual minus 'Expected')
Overall	Total	710	710	0
Gender	Male	511	514	3
	Female	199	196	-3
Community Background	Protestant	286	290	4
	Catholic	368	364	-4
	Not Determined	56	56	0
Ethnicity	White	697	697	0
	Minority Ethnic Groups	13	13	0
Disability	With a declared disability	13	10	-3
	Without a declared disability	697	700	3
Age-group⁴⁷	16-24	72	76	4
	25-39	371	364	-7
	40-49	170	172	2
	50+	97	97	0
Sexual Orientation⁴⁸	Both sexes/ same sex	13	12	-1
	Different sex	696	697	1
NICS employment history⁴⁹	Current	134	135	1
	Previous	58	58	0
	None	509	506	-3

⁴⁵As of 1 February 2015. Based on proportionate attendance rates for each group of applicants invited to interview.

⁴⁶Totals 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.

⁴⁷Based on age at closing date for applications. Age information is missing or invalid for 1 applicant who attended interview.

⁴⁸The 'Both sexes' and 'Same sex' categories were combined due to small numbers (<5) in the 'Both sexes' category. Sexual orientation information missing for 1 applicant who attended interview.

⁴⁹NICS employment history missing for 11 applicants who attended interview.

Table 9: Recruitment competitions for permanent NICS jobs with application closing date in 2014: comparison of actual and expected applicants who passed interview⁵⁰

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success)⁵¹	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	427	427	0
Gender	Male	306	300	-6
	Female	121	127	6
Community Background	Protestant	175	182	7
	Catholic	218	220	2
	Not Determined	34	25	-9
Ethnicity	White	419	421	2
	Minority Ethnic Groups	8	6	-2
Disability	With a declared disability	7	6	-1
	Without a declared disability	420	421	1
Age-group⁵²	16-24	42	39	-3
	25-39	217	219	2
	40-49	104	107	3
	50+	64	61	-3
Sexual Orientation⁵³	Both sexes/ same sex	6	5	-1
	Different sex	420	421	1
NICS employment history⁵⁴	Current	79	79	0
	Previous	34	35	1
	None	306	307	1

⁵⁰ As of 1 February 2015. Based on proportionate success rates for each group of applicants who attended interview.

⁵¹ 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.

⁵² Based on age at closing date for applications. Age information is missing or invalid for 1 applicant who passed the interview.

⁵³ The 'Both sexes' and 'Same sex' categories were combined due to small numbers (<5) in these categories. Sexual orientation information missing for 1 applicant who passed the interview.

⁵⁴ NICS employment history missing for 6 applicants who passed the interview.

Table 10: Recruitment competitions for permanent NICS jobs with application closing date in 2014: comparison of actual and expected applicants offered appointment⁵⁵

Equality Category	Description	'Expected' Applicants offered appointment (based on proportionate success) ⁵⁶	Actual Applicants offered appointment	Difference (Actual minus 'Expected')
Overall	Total	70	70	0
Gender	Male	43	37	-6
	Female	27	33	6
Community Background⁵⁷	Protestant/ Not Determined	31	28	-3
	Catholic	39	42	3
Ethnicity	White	69	#	#
	Minority Ethnic Groups	1	*	#
Disability	With a declared disability	2	*	#
	Without a declared disability	68	#	#
Age-group⁵⁸	16-24	4	6	2
	25-39	33	30	-3
	40-49	19	22	3
	50+	13	12	-1
Sexual Orientation⁵⁹	Both sexes/ same sex	1	*	#
	Different sex	69	#	#
NICS employment history⁶⁰	Current	14	15	1
	Previous	6	5	-1
	None	49	48	-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).

⁵⁵ As of 1 February 2015. Based on proportionate success rates for each group of applicants who passed the interview.

⁵⁶ 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.

⁵⁷ Protestant and Not Determined groups combined due to small numbers (<5) of applicants offered appointment in the 'Not Determined' group.

⁵⁸ Based on age at closing date for applications.

⁵⁹ The 'Both sexes' and 'Same sex' categories were combined due to small numbers of applicants offered appointment (<5) in these categories.

⁶⁰ NICS employment history missing for 2 applicants offered appointment.

Table 11: Recruitment competitions for permanent NICS jobs with application closing date in 2014: comparison of actual and expected appointees⁶¹

Equality Category	Description	'Expected' Appointees (based on proportionate success) ⁶²	Actual Appointees ⁶³	Difference (Actual minus 'Expected')
Overall	Total	61	61	0
Gender	Male	32	31	-1
	Female	29	30	1
Community Background⁶⁴	Protestant/ Not Determined	23	23	1
	Catholic	39	38	-1
Ethnicity	White	60	#	#
	Minority Ethnic Groups	2	*	#
Disability	With a declared disability	0	*	#
	Without a declared disability	61	#	#
Age-group⁶⁵	16-39	30	29	-1
	40-49	21	22	2
	50+	11	10	-1
Sexual Orientation⁶⁶	Both sexes/ same sex	2	*	#
	Different sex	60	#	#
NICS employment history⁶⁷	Current	15	15	1
	Previous	5	5	1
	None	40	39	-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).

⁶¹ As of 1 February 2015. Based on proportionate success rates for each group of applicants offered appointment

⁶² 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.

⁶³ Further appointments may be made from these competitions, which may change the profile.

⁶⁴ Protestant and Not Determined groups combined due to small numbers (<5) of appointees in the 'Not Determined' group.

⁶⁵ Based on age at closing date for applications. The 16-24 and 25-39 categories were combined due to small numbers (<5) of appointees in the 16-24 age group.

⁶⁶ The 'Both sexes' and 'Same sex' categories were combined due to small numbers of appointees (<5) in these categories.

⁶⁷ NICS employment history missing for 2 appointees.

2.4 Analysis of interim stages of the 2014 recruitment competitions for temporary NICS jobs

2.4.1 Eligible applicants

Overall, 388 of the 593 applicants (65.4%) 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 number of Catholics who were eligible was higher than expected (191 rather than 180). The analysis also shows that candidates aged 16-24 were more likely to be eligible than older candidates.

2.4.2 Applicants who withdrew prior to shortlisting

None of the 388 eligible applicants withdrew prior to the shortlisting stage.

2.4.3 Applicants invited to interview

Following any shortlisting that may have taken place, 357 (92.0%) of the 388 eligible applicants were invited to interview.

The analysis presented in Table 13 shows that a few more males than expected were invited to interview (240 rather than 234).

2.4.4 Applicants who attended interview

In Table 14, the profile of the 264 candidates who attended interview is compared with the expected profile, based on those candidates who were invited to interview. The analysis shows that in terms of community background, fewer Protestants and more 'Not Determined' applicants than expected attended interview.

Table 12: Recruitment competitions for temporary NICS jobs with application closing date in 2014: comparison of actual and expected eligible applicants⁶⁸

Equality Category	Description	'Expected' Eligible Applicants (based on proportionate success) ⁶⁹	Actual Eligible Applicants	Difference (Actual minus 'Expected')
Overall	Total	388	388	0
Gender	Male	241	244	3
	Female	147	144	-3
Community Background	Protestant	167	162	-5
	Catholic	180	191	11
	Not Determined	41	35	-6
Ethnicity	White	380	381	1
	Minority Ethnic Groups	8	7	-1
Disability	With a declared disability	7	6	-1
	Without a declared disability	381	382	1
Age-group⁷⁰	16-24	259	270	11
	25-39	98	90	-8
	40-49	22	20	-2
	50+	9	8	-1
Sexual Orientation⁷¹	Both sexes/ same sex	12	13	1
	Different sex	375	375	0
NICS employment history⁷²	Current	6	6	0
	Previous	8	7	-1
	None	370	372	2

⁶⁸ As of 1 February 2015. Based on proportionate success rates for each group of applicants.

⁶⁹ 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.

⁷⁰ Based on age at closing date for applications.

⁷¹ The 'Both sexes' and 'Same sex' categories were combined due to small numbers of eligible applicants (<5) in the 'Both sexes' category.

⁷² NICS employment history missing for 3 eligible applicants.

Table 13: Recruitment competitions for temporary NICS jobs with application closing date in 2014: comparison of actual and expected applicants invited to interview⁷³

Equality Category	Description	'Expected' Applicants invited to interview (based on proportionate success)⁷⁴	Actual Applicants invited to interview	Difference (Actual minus 'Expected')
Overall	Total	357	357	0
Gender	Male	234	240	6
	Female	123	117	-6
Community Background	Protestant	147	144	-3
	Catholic	177	179	2
	Not Determined	33	34	1
Ethnicity	White	350	350	0
	Minority Ethnic Groups	7	7	0
Disability	With a declared disability	6	6	0
	Without a declared disability	351	351	0
Age-group⁷⁵	16-24	261	259	-2
	25-39	71	70	-1
	40-49	18	20	2
	50+	8	8	0
Sexual Orientation⁷⁶	Both sexes/ same sex	12	11	-1
	Different sex	345	346	1
NICS employment history⁷⁷	Current	4	6	2
	Previous	5	7	2
	None	345	341	-4

⁷³ As of 1 February 2015. Based on proportionate success rates for each group of applicants available for shortlisting.

⁷⁴ 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.

⁷⁵ Based on age at closing date for applications.

⁷⁶ The 'Both sexes' and 'Same sex' categories were combined due to small numbers of applicants invited to interview (<5) in the 'Both sexes' category.

⁷⁷ NICS employment history missing for 3 applicants invited to interview.

Table 14: Recruitment competitions for temporary NICS jobs with application closing date in 2014: comparison of actual and expected applicants who attended interview⁷⁸

Equality Category	Description	'Expected' Applicants who attended interview (based on proportionate attendance)⁷⁹	Actual Applicants who attended interview	Difference (Actual minus 'Expected')
Overall	Total	264	264	0
Gender	Male	179	183	4
	Female	85	81	-4
Community Background	Protestant	106	101	-5
	Catholic	134	134	0
	Not Determined	24	29	5
Ethnicity	White	259	257	-2
	Minority Ethnic Groups	5	7	2
Disability	With a declared disability	4	6	2
	Without a declared disability	260	258	-2
Age-group⁸⁰	16-24	180	177	-3
	25-39	58	59	1
	40-49	18	20	2
	50+	8	8	0
Sexual Orientation⁸¹	Both sexes/ same sex	8	8	0
	Different sex	256	256	0
NICS employment history⁸²	Current	5	5	0
	Previous	5	6	1
	None	251	250	-1

⁷⁸ As of 1 February 2015. Based on proportionate attendance rates for each group of applicants invited to interview.

⁷⁹ Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants who attended interview with missing information within that category.

⁸⁰ Based on age at closing date for applications.

⁸¹ The 'Both sexes' and 'Same sex' categories were combined due to small numbers of applicants who attended interview (<5) in the 'Both sexes' category.

⁸² NICS employment history missing for 3 applicants who attended interview.

2.4.5 Applicants who passed interview

Of the 264 candidates who attended interview, 168 candidates (63.6%) passed the interview. In Table 15, 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 females were more likely to pass the interview.

2.4.6 Applicants offered appointment

By 1 February 2015, a total of 44 out of the 168 applicants who passed the interview had been offered a job (26.2%). A profile of these candidates is presented in Table 16 and compared with the profile that would be expected if candidates in each group who passed the interview were equal in merit.

Any observed differences between the numbers offered appointment and the expected number were relatively small.

2.4.7 Appointed candidates.

By 1 February 2015, 43 of the 44 applicants offered appointment had been appointed. No analysis is presented.

Table 15: Recruitment competitions for temporary NICS jobs with application closing date in 2014: comparison of actual and expected applicants who passed interview⁸³

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success) ⁸⁴	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	168	168	0
Gender	Male	119	114	-5
	Female	49	54	5
Community Background	Protestant	63	60	-3
	Catholic	88	90	2
	Not Determined	18	18	0
Ethnicity	White	164	#	#
	Minority Ethnic Groups	4	*	#
Disability	With a declared disability	3	*	#
	Without a declared disability	165	#	#
Age-group⁸⁵	16-24	102	98	-4
	25-39	41	44	3
	40-49	18	18	0
	50+	8	8	0
Sexual Orientation⁸⁶	Both sexes/ same sex	5	6	1
	Different sex	163	162	-1
NICS employment history⁸⁷	Current	3	*	#
	Previous	4	*	#
	None	158	158	0

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

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

⁸³ As of 1 February 2015. Based on proportionate success rates for each group of applicants who attended interview.

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

⁸⁵ Based on age at closing date for applications.

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

⁸⁷ NICS employment history missing for 2 applicants who passed the interview.

Table 16: Recruitment competitions for temporary NICS jobs with application closing date in 2014: comparison of actual and expected applicants offered appointment⁸⁸

Equality Category	Description	'Expected' Applicants offered appointment (based on proportionate success) ⁸⁹	Actual Applicants offered appointment	Difference (Actual minus 'Expected')
Overall	Total	44	44	0
Gender	Male	27	23	-4
	Female	17	21	4
Community Background⁹⁰	Protestant/ Not Determined	22	22	0
	Catholic	22	22	0
Ethnicity	White	43	#	#
	Minority Ethnic Groups	1	*	#
Disability	With a declared disability	1	*	#
	Without a declared disability	43	#	#
Age-group⁹¹	16-24	31	32	1
	25+	13	12	-1
Sexual Orientation⁹²	Both sexes/ same sex	2	*	#
	Different sex	42	#	#
NICS employment history	Current	1	*	#
	Previous	1	*	#
	None	41	#	#

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

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

⁸⁸ As of 1 February 2015. Based on proportionate success rates for each group of applicants who passed the interview.

⁸⁹ Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants offered appointment with missing information within that category.

⁹⁰ Protestant and Not Determined groups combined due to small numbers (<5) of applicants offered appointment in the 'Not Determined' group.

⁹¹ Based on age at closing date for applications. The 25-39, 40-49 and 50+ categories were combined due to small numbers (<5) of applicants offered appointment in the 40-49 and 50+ age groups.

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

3. NICS Senior Civil Service recruitment competitions which closed for applications during 2014⁹³

3.1 Applications

A total of 7 Senior Civil Service competitions were held, which had a closing date for applications in 2014. The total number of applications received was 57. A profile of the applicants is presented in Table 17.

Around two thirds of applications were from males (64.9%) and one third (35.1%) from females. In terms of community background, there were similar proportions Protestants (40.4%) and Catholics (36.8%), with a further 22.8% not determined. The proportion of candidates from a minority ethnic background was 14.0%, largely accounted for by applicants for the post of Director of the Northern Ireland Bureau in China. Two thirds of applicants (66.7%) were aged 50 or over at the closing date for applications, with 22.8% aged 40-49 and 10.5% aged under 40. One in two candidates (49.1%) reported that they were a current NICS employee, with 41.8% reporting no NICS employment history.

It should be noted that the profile of applicants may vary in accordance with the post advertised. A different set of competitions being launched could yield a different applicant profile.

3.2 Appointments

By 1 February 2015, a total of 4 candidates had been appointed from 4 competitions, while no appointments had been made from the other 3 competitions. Given the small number of appointments, no analysis is presented. Two males and two females were appointed, in line with what would be expected given the applicant profile of the competitions which made appointments. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.

⁹³ Competitions for which applications closed between 1 January 2014 and 31 December 2014 are included.

Table 17: Recruitment competitions for permanent NICS Senior Civil Service jobs with application closing date in 2014: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	57	
Gender	Male	37	64.9%
	Female	20	35.1%
Community Background	Protestant	23	40.4%
	Catholic	21	36.8%
	Not Determined	13	22.8%
Ethnicity	White	49	86.0%
	Minority Ethnic Groups	8	14.0%
Disability	With a declared disability	*	#
	Without a declared disability	#	#
Age-group ⁹⁴	16-39	6	10.5%
	40-49	13	22.8%
	50+	38	66.7%
Sexual Orientation ⁹⁵	Both sexes	*	#
	Different sex	#	#
	Same sex	*	#
NICS employment history ⁹⁶	Current	27	49.1%
	Previous	5	9.1%
	None	23	41.8%

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).

⁹⁴ Based on age at closing date for applications. Due to a small number of applicants in the 16-24 age category (<5), the 16-24 and 25-39 groups were combined.

⁹⁵ Sexual orientation information missing for 1 applicant.

⁹⁶ NICS employment history missing for 2 applicants.

3.3 Analysis of key interim stages of the 2014 recruitment competitions for NICS Senior Civil Service jobs

3.3.1 Eligible applicants

Overall, 33 of the 57 applicants (57.9%) were deemed eligible for the competition for which they had applied.

In Table 18, the profile of eligible applicants is compared with the profile that might be expected if the groups of applicants with each equality category had been equal in merit. The most noteworthy finding from the analysis is that current NICS employees were more likely to meet the eligibility criteria.

3.3.3 Applicants who passed interview

A total of 19 candidates out of the 31 who attended interview (61.3%) passed the interview. In Table 19, the profile of candidates who passed the interview (and who may or may not have been offered a job) is presented alongside the profile that would be expected if each group who attended interview were equal in merit.

For the groups within each equality category, the number who passed the interview was only one or two different from what would be expected if the groups were equal in merit.

Table 18: Recruitment competitions for NICS Senior Civil Service jobs with application closing date in 2014: comparison of actual and expected eligible applicants⁹⁷

Equality Category	Description	'Expected' Eligible Applicants (based on proportionate success) ⁹⁸	Actual Eligible Applicants	Difference (Actual minus 'Expected')
Overall	Total	33	33	0
Gender	Male	20	19	-1
	Female	13	14	1
Community Background	Protestant	15	15	0
	Catholic	11	13	2
	Not Determined	7	5	-2
Ethnicity	White	30	#	#
	Minority Ethnic Groups	3	*	#
Disability	With a declared disability	3	*	#
	Without a declared disability	30	#	#
Age-group⁹⁹	16-49	7	6	-1
	50+	26	27	1
Sexual Orientation¹⁰⁰	Both sexes/ same sex	0	*	#
	Different sex	32	#	#
NICS employment history¹⁰¹	Current	19	24	5
	Previous	2	*	#
	None	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).

⁹⁷ As of 1 February 2015. Based on proportionate success rates for each group of applicants.

⁹⁸ Totals within an equality category may not sum to overall total due to rounding or an expected number of eligible applicants with missing information within that category.

⁹⁹ Based on age at closing date for applications. The 16-24, 25-39 and 40-49 categories were combined due to small numbers (<5) of eligible applicants in the 16-24 and 25-39 age groups.

¹⁰⁰ The 'Both sexes' and 'Same sex' categories were combined due to small numbers of eligible applicants (<5) in these categories. Sexual orientation missing for 1 eligible applicant.

¹⁰¹ NICS employment history missing for 2 eligible applicants.

Table 19: Recruitment competitions for NICS Senior Civil Service jobs with application closing date in 2014: comparison of actual and expected applicants who passed interview¹⁰²

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success) ¹⁰³	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	19	19	0
Gender	Male	12	14	2
	Female	7	5	-2
Community Background	Protestant	10	9	-1
	Catholic/Not Determined	9	10	1
Ethnicity	White	19	#	#
	Minority Ethnic Groups	0	*	#
Disability	With a declared disability	3	*	#
	Without a declared disability	16	#	#
Age-group ¹⁰⁴	16-49	2	*	#
	50+	17	#	#
Sexual Orientation ¹⁰⁵	Both sexes/same sex	0	*	#
	Different sex	18	#	#
NICS employment history ¹⁰⁶	Current	15	#	#
	Previous	1	*	#
	None	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).

¹⁰² As of 1 February 2015. Based on proportionate success rates for each group of applicants who attended interview.

¹⁰³ Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants who passed interview with missing information within that category.

¹⁰⁴ Based on age at closing date for applications.

¹⁰⁵ The 'Both sexes' and 'Same sex' categories were combined due to small numbers (<5) who passed the interview in the 'Both sexes' category. Sexual orientation information missing for 1 applicant who passed the interview.

¹⁰⁶ NICS employment history missing for 2 applicants who passed the interview.

PAGE INTENTIONALLY BLANK