

Analysis of NICS Recruitment Competitions

1 January 2020 – 31 December 2020



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Contents

	Page
Executive Summary	3
Section 1: Purpose of the report	5
Section 2: NICS recruitment competitions which closed for applications during 2020	7
Section 3: NICS Senior Civil Service recruitment competitions which closed for applications during 2020	29
Section 4: Further information.....	35
Annex A: Departmental information and updated appointee profiles for competitions held during 2017, 2018 and 2019	39

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Executive Summary

Overview

- This report provides a high-level statistical summary, from an equality perspective, of the recruitment of staff to the Northern Ireland Civil Service (NICS) during 2020. 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 2020, 90 NICS recruitment competitions were held¹, attracting 14,707 valid applications. By 1 February 2021, 135 appointments had been made. The competition which attracted the highest volume of applicants was for Work Coach (Executive Officer 2) (9,495 valid applicants). The number of competitions was slightly lower than the 110 held in 2019, but the number of applicants was substantially lower than in that year (28,904).

Permanent NICS jobs

- There were 85 competitions for permanent NICS jobs, which attracted a total of 14,427 applications.
- By 1 Feb 2020, 104 appointments had been made from these competitions. The gender profile of appointees was broadly in line with what would be expected. The number of appointees from a Protestant community background was higher than expected and the number of Catholics lower. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.
- In relation to the first key selection stage (invitation to interview), the analysis shows that across most of the equality categories, the profile of candidates invited to interview was broadly in line with what was expected.
- At the interview stage, the analysis shows that applicants with a declared disability and applicants aged over 50 were less likely to pass the interview than would be expected. Applicants with previous NICS experience were more likely to pass than might have been expected.
- Of those candidates who passed the interview, candidates whose community background was Protestant were more likely and candidates aged 40-49 were less likely to have been offered a job than would be expected.

Temporary NICS jobs

- There were five recruitment competition for temporary NICS jobs. These competitions attracted 280 valid applications.
- By 1 February 2021, 31 appointments had been made from these competitions. The profile of applicants offered appointment across the equality categories was broadly in line with the expected profile.
- Among those applicants who passed interview the outcomes across the equality groups were broadly in line with what would be expected, with only small differences.

Senior Civil Service jobs

- There were 19 competitions for Senior Civil Service jobs, attracting 460 applications. By 1 February 2021, 15 appointments had been made from these competitions.
- Fewer females were appointed, based on what would be expected from the valid applicant pool.
- In relation to the key interim stages, current NICS employees and candidates aged 50 or over were more likely to be deemed eligible for the competition. Fewer female candidates passed the interview than would be expected.

¹ Had a closing date for applications between 1 January and 31 December 2020.

Analysis of NICS Recruitment Competitions 1 January 2020 – 31 December 2020

Figure 1: Flowchart of stages of competitions for all NICS jobs in 2020¹

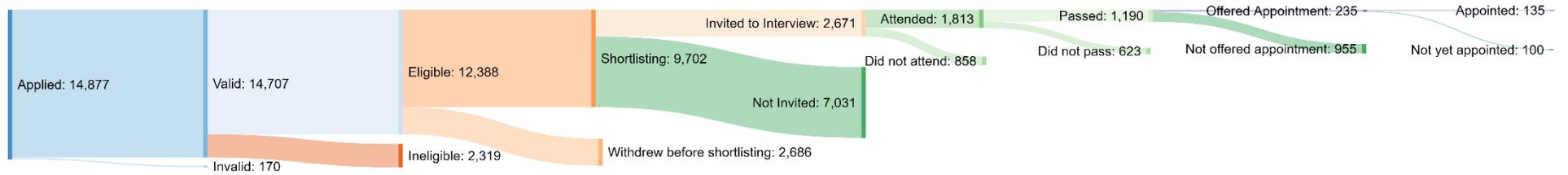
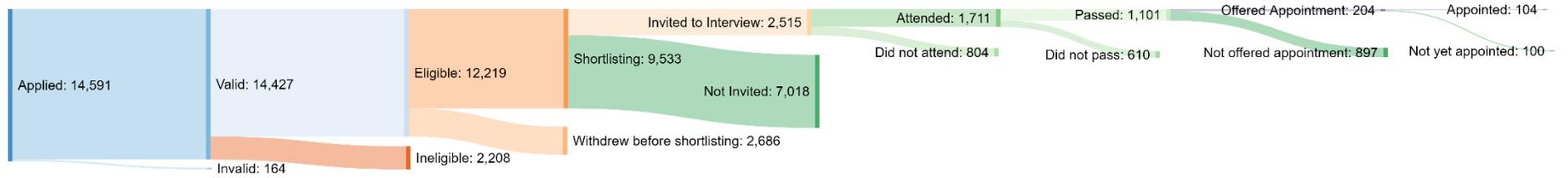


Figure 2: Flowchart of stages of competitions for permanent NICS jobs in 2020¹



¹ As at 1st February 2021.

1. Purpose of the report

The purpose of this report is to provide a high-level statistical summary, from an equality perspective, of the recruitment of staff to the Northern Ireland Civil Service (NICS). It provides analysis of applicants across various equality categories and compares the profile of appointees and of candidates remaining in the competitions at interim stages with what might be expected if the groups within each equality category (e.g. males and females) had been equal in merit. While the assessment of whether or not differences are noteworthy is subjective, for this report a difference is commented on when the absolute difference is 5 or more and differs from the expected number by at least 10%.

Information is presented on those competitions which had a closing date for applications between 1 January 2020 and 31 December 2020.

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2. NICS recruitment competitions which closed for applications during 2020¹

2.1 Applications

During 2020, there were 90 NICS recruitment competitions which closed for applications. The total number of valid applications received was 14,707.

2.1.1 Applications for permanent jobs

Of the 90 recruitment competitions which closed for applications during 2020, 85 were for permanent NICS jobs. These competitions attracted 14,427 valid applications. A profile of these applicants² is presented in Table 1.

Around half of applicants were male (53.6%), with females representing 46.4% of applicants. In terms of community background, 43.1% of applications were from Protestants, with a larger proportion from Catholics (46.5%) and 10.4% from applicants whose community background was not determined. The proportion of applications from minority ethnic groups was 2.5% and the proportion of applicants who declared a disability was 5.7%. In terms of age, over half (52.2%) were aged 25-39, with 21.4% aged 16-24 and 16.4% aged 40-49. One in ten applicants were aged 50 or over (10.0%). In terms of sexual orientation, 93.6% of applicants stated their orientation was towards someone of a different sex, with 3.9% reporting orientation towards someone of the same sex and 2.5% reporting orientation towards both sexes. For those applicants who provided their NICS employment history, just under one eighth (12.0%) reported they were a current NICS employee, 7.3% of applicants reported that they had previously been an NICS employee and 80.7% reported no NICS employment history.

It should be noted that the profile of applicants is dependent on the occupations for which jobs were advertised and the numbers of applications for each competition. A different set of competitions being launched could yield a different applicant profile.

The number of applicants for each of the various competitions analysed ranged from no applications to 9,495.

2.1.2 Applications for temporary jobs

Of the 90 NICS recruitment competitions analysed in this report, 5 were for temporary NICS jobs. These competitions attracted 280 valid applications. A profile of these applicants is presented in Table 2.

¹ Competitions for which applications closed between 1 January 2020 and 31 December 2020 are included.

² In this report, the terms 'applicants' and 'applications' are used more or less interchangeably. Thus someone who applies for, say, two competitions is counted as two applicants. The term 'appointees' refers to applicants who have accepted an offer of appointment.

Over three fifths of applications were from males (64.6%) with 35.4% from females. In terms of community background, the largest proportion of applications received was from Catholics (49.6%), with 35.7% from Protestants and 14.6% from applicants whose community background was not determined. The proportion of applications from minority ethnic groups was 7.5% and the proportion of applicants who declared a disability was 5.4%. In terms of age, almost four fifths of applicants were aged 16-24 (79.3%). In relation to sexual orientation, 92.0% of applicants stated their orientation was towards someone of a different sex, with 2.3% reporting orientation towards someone of the same sex and 5.7% reporting orientation towards both sexes. A small proportion of applicants reported they were a current NICS employee (1.1%), or had previously been an NICS employee (1.8%) while 97.1% reported no NICS employment history.

2.2 Analysis of appointments from the 2020 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 2020 for permanent NICS jobs

By 1 February 2021, a total of 104 appointments had been made from 42 of the 85 competitions for permanent NICS jobs, while no appointments had yet been made from the remaining 43 competitions. Analysis of appointments from these 42 competitions reveals some disparities between the actual number of appointees and the number expected if applicants within each category had been equal in merit across a number of equality groups. Details are shown in Table 3. While some differences may appear to be large in absolute terms, in percentage terms they are relatively small. For this report a difference is commented on when the absolute difference is 5 or more and differs from the expected number by at least 10%.

The gender profile of appointees was broadly in line with what would be expected if male and female applicants were equal in merit. The analysis in terms of community background shows that more Protestants (54 rather than 41) and fewer Catholics (38 rather than 47) than expected were appointed. The ethnicity profile of appointees was broadly in line with what would be expected if white and minority applicants were equal in merit. The profile of appointees in terms of declared disability was in line with the expected profile, as was the analysis in terms of age. The number of appointees with NICS experience was considerably higher than might have been expected (45 rather than 31). Disparities in terms of equality categories between the actual and expected numbers of appointees on an individual competition basis are generally small (typically less than 3), so the appointment of one candidate from a different category could change the outcome of the competition. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.

2.2.2 Appointments from competitions held in 2020 for temporary NICS jobs

By 1 February 2021, a total of 31 appointments had been made from two of the five competitions for temporary NICS jobs. Analysis shows that the profile of appointees across gender, community background, ethnicity, age, sexual orientation and NICS employment history is broadly in line with what might be expected if applicants within each equality group were equal in merit. Details are shown in Table 4. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.

Table 1 Recruitment competitions for permanent NICS jobs with application closing date in 2020: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	14,427	
Gender ^[1]	Male	7,732	53.6%
	Female	6,692	46.4%
Community Background ^[2]	Protestant	6,218	43.1%
	Catholic	6,707	46.5%
	Not Determined	1,501	10.4%
Ethnicity	White	14,061	97.5%
	Minority Ethnic Groups	366	2.5%
Disability	With a declared disability	817	5.7%
	Without a declared disability	13,610	94.3%
Age-group ^[3]	16-24	3,092	21.4%
	25-39	7,527	52.2%
	40-49	2,367	16.4%
	50+	1,441	10.0%
Sexual Orientation ^[4]	Both sexes	342	2.5%
	Different Sex	12,995	93.6%
	Same sex	540	3.9%
NICS employment history ^[5]	Current	1,719	12.0%
	Previous	1,046	7.3%
	None	11,555	80.7%

¹ Gender missing for 3 applicants

² Community Background missing for 1 applicant.

³ Based on age at closing date for applications.

⁴ Sexual Orientation missing for 550 applicants.

⁵ NICS employment history missing for 107 applicants.

Table 2 Recruitment competitions for temporary NICS jobs with application closing date in 2020: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	280	
Gender	Male	181	64.6%
	Female	99	35.4%
Community Background	Protestant	100	35.7%
	Catholic	139	49.6%
	Not Determined	41	14.6%
Ethnicity	White	259	92.5%
	Minority Ethnic Groups	21	7.5%
Disability	With a declared disability	15	5.4%
	Without a declared disability	265	94.6%
Age-group ^[1]	16-24	222	79.3%
	25-39	46	16.4%
	40-49	7	2.5%
	50+	5	1.8%
Sexual Orientation ^[2]	Both sexes	15	5.7%
	Different Sex	242	92.0%
	Same sex	6	2.3%
NICS employment history ^[3]	Current	3	1.1%
	Previous	5	1.8%
	None	270	97.1%

¹ Based on age at closing date for applications.

² Sexual Orientation missing for 17 applicants.

³ NICS employment history missing for 2 applicants.

Analysis of NICS Recruitment Competitions 1 January 2020 – 31 December 2020

Table 3 Recruitment competitions for permanent NICS jobs with application closing date in 2020: comparison of actual and expected appointees

Equality Category	Description	'Expected' Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	104	104	0
Gender	Male	71	72	1
	Female	33	32	-1
Community Background	Protestant	41	54	13
	Catholic	47	38	-9
	Not Determined	15	12	-3
Ethnicity	White	99	99	0
	Minority Ethnic Groups	5	5	0
Disability	With a declared disability	5	6	1
	Without a declared disability	99	98	-1
Age-group ^[2]	16-24	24	22	-2
	25-39	48	49	1
	40-49	17	15	-2
	50+	15	18	3
Sexual Orientation ^[3]	Both sexes	2	*	#
	Different Sex	97	95	-2
	Same sex	1	*	#
NICS ^[4] employment history	Current	24	36	12
	Previous	7	9	2
	None	72	57	-15

¹ Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

² Based on age at closing date for applications.

³ Sexual orientation missing for 7 applicants who were appointed.

⁴ NICS employment history missing for 2 applicants who were appointed.

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

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

Note: Figures as at 1 February 2021. Further appointments may be made from these competitions which may change the profile.

Table 4 Recruitment competitions for NICS temporary jobs with application closing date in 2020: comparison of actual and expected appointees

Equality Category	Description	‘Expected’ Appointees (based on proportionate success of applicants) ^[1]	Actual Appointees	Difference (Actual minus ‘Expected’)
Overall	Total	31	31	0
Gender	Male	22	22	0
	Female	9	9	0
Community Background	Protestant	11	10	-1
	Catholic	14	16	2
	Not Determined	5	5	0
Ethnicity	White	28	#	#
	Minority Ethnic Groups	3	*	#
Disability	With a declared disability	2	*	#
	Without a declared disability	29	#	#
Age-group ^[2]	16-24	27	30	3
	25-39	3	*	#
	40-49	0	*	#
	50+	0	*	#
Sexual Orientation ^[3]	Both sexes	2	#	#
	Different Sex	27	24	-3
	Same sex	1	*	#
NICS employment history	Current	0	*	#
	Previous	0	*	#
	None	31	#	#

¹ Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

² Based on age at closing date for applications.

³ Sexual orientation missing for 1 applicant who was appointed.

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

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

Note: Figures as at 1 February 2021. Further appointments may be made from these competitions which may change the profile.

2.3 Analysis of interim stages of the 2020 recruitment competitions for permanent NICS jobs

2.3.1 Eligible applicants

Overall, 12,219 of the 14,427 applicants (84.7%) 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 only relatively small differences between the actual and expected numbers of eligible applicants. Minority ethnic groups were less likely to be eligible than expected. It may be worth noting that the eligibility stage may not be complete for all competitions held in 2020, so different results could emerge when this stage is complete.

2.3.2 Applicants who withdrew prior to shortlisting

The shortlisting stage can take different forms, depending on the competition, e.g. paper sift, shortlisting test, etc or even a combination of these. Of the 12,219 eligible applicants, a total of 2,686 (22.0%) withdrew prior to shortlisting. The actual and expected numbers of applicants who withdrew prior to shortlisting (based on the assumption that eligible applicants in each of the groups are equally likely to withdraw) are presented in Table 6.

The analysis shows that candidates aged 16-24 were more likely to withdraw from the competition prior to shortlisting, while applicants aged 40-49 and over 50 were less likely to withdraw. Minority ethnic groups were less likely to withdraw than expected while candidates who were orientated toward both sexes were more likely to do so. Applicants who were previously NICS staff were less likely to withdraw. Across the other categories the differences were relatively small.

2.3.3 Applicants invited to interview

Following shortlisting, 2,515 (or 26.4%) of the remaining 9,533 candidates were invited to interview.

The analysis presented in Table 7 shows that the profiles of applicants invited to interview in terms of all equality categories were broadly in line with what would be expected if the groups within each equality category were equal in terms of merit.

Table 5 Recruitment competitions for permanent NICS jobs with application closing date in 2020: comparison of actual and expected eligible applicants

Equality Category	Description	'Expected' Eligible Applicants (based on proportionate success of applicants) ^[1]	Actual Eligible Applicants	Difference (Actual minus 'Expected')
Overall	Total	12,219	12,219	0
Gender ^[2]	Male	6,321	6,299	-22
	Female	5,895	5,917	22
Community Background ^[3]	Protestant	5,214	5,239	25
	Catholic	5,792	5,804	12
	Not Determined	1,213	1,175	-38
Ethnicity	White	11,927	11,965	38
	Minority Ethnic Groups	292	254	-38
Disability	With a declared disability	702	704	2
	Without a declared disability	11,517	11,515	-2
Age-group ^[4]	16-24	2,710	2,655	-55
	25-39	6,474	6,482	8
	40-49	1,919	1,936	17
	50+	1,116	1,146	30
Sexual Orientation ^[5]	Both sexes	304	294	-10
	Different Sex	10,955	10,976	21
	Same sex	486	486	0
NICS employment history ^[6]	Current	1,337	1,440	103
	Previous	878	911	33
	None	9,935	9,801	-134

¹ 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.

² Gender missing for 3 applicants

³ Community Background missing for 1 applicant.

⁴ Based on age at closing date for applications.

⁵ Sexual Orientation missing for 463 applicants

⁶ NICS employment history missing for 67 applicants.

Table 6 Recruitment competitions for NICS permanent jobs with application closing date in 2020: comparison of actual and expected applicants who withdrew prior to shortlisting

Equality Category	Description	'Expected' Applicants who withdrew prior to shortlisting (based on proportionate withdrawal) ^[1]	Actual Applicants who withdrew prior to shortlisting	Difference (Actual minus 'Expected')
Overall	Total	2,686	2,686	0
Gender	Male	1,306	1,298	-8
	Female	1,380	1,388	8
Community Background	Protestant	1,139	1,140	1
	Catholic	1,298	1,287	-11
	Not Determined	248	259	11
Ethnicity	White	2,632	2,639	7
	Minority Ethnic Groups	54	47	-7
Disability	With a declared disability	160	172	12
	Without a declared disability	2,526	2,514	-12
Age-group ^[2]	16-24	625	701	76
	25-39	1,445	1,446	1
	40-49	396	344	-52
	50+	219	195	-24
Sexual Orientation ^[3]	Both sexes	71	79	8
	Different Sex	2,390	2,362	-28
	Same sex	119	112	-7
NICS ^[4] employment history	Current	216	202	-14
	Previous	189	170	-19
	None	2,271	2,310	39

¹ 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.

² Based on age at closing date for applications.

³ Sexual Orientation missing for 133 applicants who withdrew prior to shortlisting.

⁴ NICS employment history missing for 4 applicants who withdrew prior to shortlisting.

Note: Figures as at 1 February 2021.

Analysis of NICS Recruitment Competitions 1 January 2020 – 31 December 2020

Table 7 Recruitment competitions for NICS permanent jobs with application closing date in 2020: comparison of actual and expected applicants invited to interview

Equality Category	Description	'Expected' Applicants invited to interview (based on proportionate success) ^[1]	Actual Applicants invited to interview	Difference (Actual minus 'Expected')
Overall	Total	2,515	2,515	0
Gender	Male	1,538	1,586	48
	Female	976	929	-47
Community Background ^[2]	Protestant	1,107	1,141	34
	Catholic	1,130	1,082	-48
	Not Determined	278	291	13
Ethnicity	White	2,461	2,464	3
	Minority Ethnic Groups	54	51	-3
Disability	With a declared disability	135	130	-5
	Without a declared disability	2,380	2,385	5
Age-group ^[3]	16-24	439	403	-36
	25-39	1,277	1,308	31
	40-49	469	467	-2
	50+	330	337	7
Sexual Orientation ^[4]	Both sexes	48	52	4
	Different Sex	2,326	2,317	-9
	Same sex	63	63	0
NICS employment history ^[5]	Current	528	525	-3
	Previous	233	249	16
	None	1,722	1,711	-11

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

2 Community Background missing for 1 applicant.

3 Based on age at closing date for applications.

4 Sexual Orientation missing for 83 applicants invited to interview.

5 NICS employment history missing for 30 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 2,515 candidates invited to interview, 1,711 (or 68.0%) attended interview.

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

2.3.5 Applicants who passed interview

A total of 1,101 candidates out of the 1,711 who attended interview (64.3%) passed the interview. In Table 9, the profile of candidates who passed the interview (and who may or may not have been offered a job) is presented alongside the profile that would be expected if each group who attended interview were equal in merit.

The analysis shows that across the various equality categories the profile of applicants who passed the interview is broadly in line with what would be expected if interviewed applicants were equal in merit. Applicants with a declared disability were less likely to pass interview than would be expected, as were those aged over 50. Candidates with a previous employment history in the NICS were more likely to pass than would be expected.

2.3.6 Applicants offered appointment

By 1 February 2021, a total of 204 out of the 1,101 applicants who passed the interview (18.5%) had been offered a job. A profile of those candidates who had been offered a job is presented in Table 10 and compared with the expected profile, based on the profile of the candidates who passed the interview.

The analysis shows the profile of applicants offered appointment across all equality categories was broadly similar to the expected profile. Protestant candidates were more likely to have been offered a job whereas applicants aged 40-49 were less likely than expected to be offered a post.

2.3.7 Appointed candidates.

Of the 204 applicants offered appointment, 104 (or 51.0%) had started in post by 1 February 2021. A profile of these appointees is compared with the expected profile, if appointments were in line with those offered appointment, in Table 11.

The analysis shows the profile of appointees across equality categories was very similar to the expected profile. Protestant candidates were more likely to have been appointed whereas Catholics were less likely.

Table 8 Recruitment competitions for NICS permanent jobs with application closing date in 2020: comparison of actual and expected applicants who attended interview

Equality Category	Description	‘Expected’ Applicants who attended interview (based on proportionate attendance) ^[1]	Actual Applicants who attended interview	Difference (Actual minus ‘Expected’)
Overall	Total	1,711	1,711	0
Gender	Male	1,066	1,065	-1
	Female	645	646	1
Community Background ^[2]	Protestant	778	779	1
	Catholic	732	731	-1
	Not Determined	200	200	0
Ethnicity	White	1,681	1,680	-1
	Minority Ethnic Groups	30	31	1
Disability	With a declared disability	85	81	-4
	Without a declared disability	1,626	1,630	4
Age-group ^[3]	16-24	289	290	1
	25-39	900	879	-21
	40-49	304	317	13
	50+	219	225	6
Sexual Orientation ^[4]	Both sexes	36	37	1
	Different sex	1,570	1,574	4
	Same Sex	44	41	-3
NICS employment history ^[5]	Current	330	341	11
	Previous	160	156	-4
	None	1,197	1,188	-9

¹ Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants with missing information within that category.

² Community Background missing for 1 applicant.

³ Based on age at closing date for applications.

⁴ Sexual Orientation missing for 59 applicants who attended interview.

⁵ NICS employment history missing for 26 applicants who attended interview.

Table 9 Recruitment competitions for NICS permanent jobs with application closing date in 2020: comparison of actual and expected applicants who passed interview

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success) ^[1]	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	1,101	1,101	0
Gender	Male	704	690	-14
	Female	397	411	14
Community Background ^[2]	Protestant	497	482	-15
	Catholic	477	490	13
	Not Determined	126	128	2
Ethnicity	White	1,080	1,083	3
	Minority Ethnic Groups	21	18	-3
Disability	With a declared disability	54	46	-8
	Without a declared disability	1,047	1,055	8
Age-group ^[3]	16-24	185	174	-11
	25-39	557	574	17
	40-49	208	222	14
	50+	151	131	-20
Sexual Orientation ^[4]	Both sexes	22	22	0
	Different Sex	1,013	1,013	0
	Same Sex	27	26	-1
NICS employment history ^[5]	Current	231	236	5
	Previous	102	115	13
	None	753	736	-17

¹ Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants with missing information within that category.

² Community Background missing for 1 applicant.

³ Based on age at closing date for applications.

⁴ Sexual Orientation missing for 40 applicants who attended interview.

⁵ NICS employment history missing for 14 applicants who attended interview.

Table 10 Recruitment competitions for NICS permanent jobs with application closing date in 2020: comparison of actual and expected applicants offered appointment

Equality Category	Description	'Expected' Applicants offered appointment (based on proportionate success) ^[1]	Actual Applicants Offered Appointment	Difference (Actual minus 'Expected')
Overall	Total	204	204	0
Gender	Male	138	135	-3
	Female	66	69	3
Community Background	Protestant	93	103	10
	Catholic	90	84	-6
	Not Determined	21	17	-4
Ethnicity	White	200	199	-1
	Minority Ethnic Groups	4	5	1
Disability	With a declared disability	9	9	0
	Without a declared disability	195	195	0
Age-group ^[2]	16-24	39	43	4
	25-39	104	108	4
	40-49	35	28	-7
	50+	25	25	0
Sexual Orientation ^[3]	Both sexes	2	*	#
	Different Sex	190	184	-6
	Same Sex	3	#	#
NICS ^[4] employment history	Current	49	53	4
	Previous	16	18	2
	None	135	128	-7

¹ Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

² Based on age at closing date for applications.

³ Sexual Orientation missing for 11 applicants who were offered an appointment.

⁴ NICS employment history missing for 5 applicants who were offered an appointment.

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

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

Table 11 Recruitment competitions for NICS permanent jobs with application closing date in 2020: comparison of actual and expected appointees

Equality Category	Description	'Expected' Appointees (based on proportionate success) ^[1]	Actual Appointees	Difference (Actual minus 'Expected')
Overall	Total	104	104	0
Gender	Male	73	72	-1
	Female	31	32	1
Community Background	Protestant	49	54	5
	Catholic	43	38	-5
	Not Determined	11	12	1
Ethnicity	White	100	99	-1
	Minority Ethnic Groups	4	5	1
Disability	With a declared disability	6	6	0
	Without a declared disability	98	98	0
Age-group ^[2]	16-24	21	22	1
	25-39	53	49	-4
	40-49	14	15	1
	50+	17	18	1
Sexual Orientation ^[3]	Both sexes	1	*	#
	Different Sex	96	95	-1
	Same Sex	1	*	#
NICS ^[4] employment history	Current	36	36	0
	Previous	10	9	-1
	None	56	57	1

¹ Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

² Based on age at closing date for applications.

³ Sexual Orientation missing for 7 applicants who were appointed.

⁴ NICS employment history missing for 2 applicants who were appointed.

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

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

Note: Figures as at 1 February 2021. Further appointments may be made from these competitions which may change the profile.

2.4 Analysis of interim stages of the 2020 recruitment competitions for temporary NICS jobs

2.4.1 Eligible applicants

Overall, 169 of the 280 applicants (60.4%) 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 analysis shows that the profile of eligible applicants was broadly in line with what would be expected. However, minority ethnic groups and applicants aged 25-39 provided fewer eligible applicants than expected.

2.4.2 Applicants who withdrew prior to shortlisting

No applicants withdrew prior to shortlisting.

2.4.3 Applicants invited to interview

A total of 156 of 169 eligible applicants (92.3%) were invited for interview.

2.4.4 Applicants who attended interview

A total of 102 of the 156 applicants (or 65.4%) invited to interview actually attended. In Table 13, the profile of the 102 candidates who attended interview is compared with the expected profile, based on those candidates who were invited to interview.

The analysis shows that across the equality categories no noteworthy differences were observed.

Table 12 Recruitment competitions for NICS temporary jobs with application closing date in 2020: comparison of actual and expected eligible applicants

Equality Category	Description	'Expected' Eligible Applicants (based on proportionate success of applicants) ^[1]	Actual Eligible Applicants	Difference (Actual minus 'Expected')
Overall	Total	169	169	0
Gender	Male	110	114	4
	Female	59	55	-4
Community Background	Protestant	61	59	-2
	Catholic	83	86	3
	Not Determined	25	24	-1
Ethnicity	White	156	162	6
	Minority Ethnic Groups	13	7	-6
Disability	With a declared disability	9	10	1
	Without a declared disability	160	159	-1
Age-group ^[2]	16-24	135	140	5
	25-39	27	22	-5
	40-49	4	*	#
	50+	3	*	#
Sexual Orientation ^[3]	Both sexes/Same Sex	13	12	-1
	Different Sex	146	148	2
NICS employment history	Current	2	*	#
	Previous	3	*	#
	None	164	165	1

¹ 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.

² Based on age at closing date for applications.

³ Categories combined due to small numbers (<5) in the 'Same Sex' category. Sexual orientation missing for 9 applicants.

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

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

Table 13 Recruitment competitions for NICS temporary jobs with application closing date in 2020: comparison of actual and expected applicants who attended interview

Equality Category	Description	'Expected' Applicants who attended interview (based on proportionate attendance) ^[1]	Actual Applicants who attended interview	Difference (Actual minus 'Expected')
Overall	Total	102	102	0
Gender	Male	76	73	-3
	Female	26	29	3
Community Background	Protestant	34	35	1
	Catholic	50	51	1
	Not Determined	18	16	-2
Ethnicity	White	97	#	#
	Minority Ethnic Groups	5	*	#
Disability	With a declared disability	6	8	2
	Without a declared disability	96	94	-2
Age-group ^[2]	16-24	93	96	3
	25-39	9	#	#
	40-49	1	*	#
	50+	0	*	#
Sexual Orientation ^[3]	Both sexes/same sex	8	10	2
	Different sex	88	87	-1
NICS employment history	Current	0	*	#
	Previous	0	*	#
	None	102	102	0

¹ Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants with missing information within that category.

² Based on age at closing date for applications.

³ Categories combined due to small numbers (<5) in the 'Same Sex' category. Sexual orientation missing for 5 applicants.

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

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

2.4.5 Applicants who passed interview

Of the 102 candidates who attended interview, 89 candidates (87.3%) passed the interview. In Table 14, the profile of candidates who passed the interview (and who may or may not have been offered a job) is presented alongside the profile that would be expected if each group who attended interview were equal in merit.

The analysis shows that the profile of applicants who passed the interview was broadly in line with what would be expected.

2.4.6 Applicants offered appointment

By 1 February 2021, a total of 31 out of the 89 applicants who passed the interview had been offered a job (34.8%). A profile of these candidates is presented in Table 15 and compared with the profile that would be expected if candidates in each group who passed the interview were equal in merit.

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

2.4.7 Appointed candidates.

By 1 February 2021, all of the 31 applicants offered appointment had been appointed.

Table 14 Recruitment competitions for NICS temporary jobs with application closing date in 2020: comparison of actual and expected applicants who passed interview

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate attendance)^[1]	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	89	89	0
Gender	Male	63	62	-1
	Female	26	27	1
Community Background	Protestant	30	28	-2
	Catholic	45	46	1
	Not Determined	14	15	1
Ethnicity	White	87	#	#
	Minority Ethnic Groups	2	*	#
Disability	With a declared disability	7	7	0
	Without a declared disability	82	82	0
Age-group^[2]	16-24	84	84	0
	25-39	5	#	#
	40-49	0	*	#
	50+	0	*	#
Sexual Orientation^[3]	Both sexes/same sex	9	9	0
	Different Sex	76	76	0
NICS employment history	Current	0	*	#
	Previous	0	*	#
	None	89	#	#

¹ Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants with missing information within that category.

² Based on age at closing date for applications.

³ Categories combined due to small numbers (<5) in the 'Same Sex' category. Sexual orientation missing for 4 applicants.

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

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

Table 15 Recruitment competitions for NICS temporary jobs with application closing date in 2020: comparison of actual and expected applicants offered appointment

Equality Category	Description	'Expected' Applicants offered appointment (based on proportionate success) ^[1]	Actual Applicants Offered Appointment	Difference (Actual minus 'Expected')
Overall	Total	31	31	0
Gender	Male	21	22	1
	Female	10	9	-1
Community Background	Protestant	10	10	0
	Catholic	16	16	0
	Not Determined	5	5	0
Ethnicity	White	30	#	#
	Minority Ethnic Groups	1	*	#
Disability	With a declared disability	2	*	#
	Without a declared disability	29	#	#
Age-group ^[2]	16-24	29	30	1
	25-39	2	*	#
	40-49	0	*	#
	50+	0	*	#
Sexual Orientation ^[3]	Both sexes/same sex	3	6	3
	Different Sex	26	24	-2
NICS employment history	Current	0	*	#
	Previous	0	*	#
	None	31	#	#

¹ Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

² Based on age at closing date for applications.

³ Categories combined due to small numbers (<5) in the 'Same Sex' category. Sexual orientation missing for 1 applicant.

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

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

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3. NICS Senior Civil Service recruitment competitions which closed for applications during 2020 ¹

3.1 Applications

A total of 19 Senior Civil Service competitions with a closing date for applications in 2020 were held. The total number of applications received was 460. A profile of the applicants is presented in Table 16.

Over half of applications were from males (55.4%), with 44.6% of applications from females. In terms of community background, a smaller proportion of applications were from Protestants (39.3%) and Catholics (47.0%), with 13.7% from candidates whose community background was not determined. The proportion of applicants from a minority ethnic background was 3.5%. Around one in twenty applicants for Senior Civil Service jobs (4.8%) declared a disability. In terms of age, around two out of five applicants were aged 40-49 (38.7%) with a larger proportion (43.9%) aged 50 or over and 17.4% aged under 40. In terms of sexual orientation, 2.9% of applicants reported orientation to both sexes or to the same sex. Just under half of candidates (46.1%) reported that they were a current NICS employee, while 44.3% reported no NICS employment history.

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

3.2 Appointments

By 1 February 2021, a total of 15 candidates had been appointed from 12 competitions, while no appointments had yet been made from the other seven competitions. Ten males and five females were appointed, which was in line with what would be expected given the applicant profile of the competitions which made appointments. More current NICS staff were appointed than expected, and fewer candidates with no previous NICS experience. It should be noted that further appointments may be made from these competitions, which could change the profile of appointees.

¹ Competitions for which applications closed between 1 January 2020 and 31 December 2020 are included.

Table 16 NICS Senior Civil Service recruitment competitions for jobs with application closing date in 2020: profile of applicants

Equality Category	Description	Applicants	Percentage
Overall	Total	460	
Gender	Male	255	55.4%
	Female	205	44.6%
Community Background	Protestant	181	39.3%
	Catholic	216	47.0%
	Not Determined	63	13.7%
Ethnicity	White	444	96.5%
	Minority Ethnic Groups	16	3.5%
Disability	With a declared disability	22	4.8%
	Without a declared disability	438	95.2%
Age-group ^[1]	16-24	*	#
	25-39	#	#
	40-49	178	38.7%
	50+	202	43.9%
Sexual Orientation ^[2]	Both sexes	5	1.1%
	Different Sex	435	97.1%
	Same Sex	8	1.8%
NICS employment history ^[3]	Current	210	46.1%
	Previous	44	9.6%
	None	202	44.3%

¹ Based on age at closing date for applications.

² Sexual orientation missing for 12 applicants.

³ NICS employment history missing for 4 applicants.

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

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

3.3 Analysis of key interim stages of the 2020 recruitment competitions for NICS Senior Civil Service jobs

3.3.1 Eligible applicants

Overall, 165 of the 460 applicants (35.9%) were deemed eligible for the competition for which they had applied.

In Table 17, the profile of eligible applicants is compared with the profile that might be expected if the groups of applicants within each equality category had been equal in merit.

The analysis shows that Catholics were more likely than expected to be deemed eligible for the competition for which they had applied, while applicants whose community background was not determined were less likely to have submitted a valid application. Candidates aged 25-39 were less likely to be eligible whereas applicants aged over 50 were more likely. The analysis also shows that current NICS employees were more likely to meet the eligibility criteria and candidates with no NICS employment history were less likely to do so.

3.3.3 Applicants who passed interview

A total of 57 candidates out of the 100 who attended interview (57.0%) passed the interview. In Table 18, the profile of candidates who passed the interview (and who may or may not have been offered a job) is presented alongside the profile that would be expected if each group who attended interview were equal in merit.

For the groups within each equality category, the number who passed the interview was broadly in line with what would be expected if the groups within each equality category were equal in merit. However, males were more likely, and females less likely, to pass than would be expected.

3.3.4 Applicants who were offered appointment

A total of 18 applicants out of the 57 who passed the interview (31.6%) were offered an appointment. In Table 19, the profile of candidates who were offered an appointment (and who may or may not have accepted the job) is presented alongside the profile that would be expected if each group who passed interview were equal in merit.

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

Table 17 NICS Senior Civil Service recruitment competitions for jobs with application closing date in 2020: comparison of actual and expected eligible applicants

Equality Category	Description	'Expected' Eligible Applicants (based on proportionate success of applicants) ^[1]	Actual Eligible Applicants	Difference (Actual minus 'Expected')
Overall	Total	165	165	0
Gender	Male	91	87	-4
	Female	74	78	4
Community Background	Protestant	64	61	-3
	Catholic	77	87	10
	Not Determined	24	17	-7
Ethnicity	White	159	#	#
	Minority Ethnic Groups	6	*	#
Disability	With a declared disability	7	6	-1
	Without a declared disability	158	159	1
Age-group ^[2]	16-24	1	*	#
	25-39	28	#	#
	40-49	61	62	1
	50+	75	87	12
Sexual Orientation ^[3]	Both sexes	2	*	#
	Different Sex	156	155	-1
	Same Sex	2	*	#
NICS employment history	Current	77	113	36
	Previous	16	19	3
	None	71	33	-38

¹ 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.

² Based on age at closing date for applications.

³ Sexual orientation missing for 7 eligible applicants.

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

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

Analysis of NICS Recruitment Competitions 1 January 2020 – 31 December 2020

Table 18 NICS Senior Civil Service recruitment competitions for jobs with application closing date in 2020: comparison of actual and expected applicants who passed interview

Equality Category	Description	'Expected' Applicants who passed interview (based on proportionate success) ^[1]	Actual Applicants who passed interview	Difference (Actual minus 'Expected')
Overall	Total	57	57	0
Gender	Male	31	37	6
	Female	26	20	-6
Community Background	Protestant	23	25	2
	Catholic	30	26	-4
	Not Determined	5	6	1
Ethnicity	White	57	#	0
	Minority Ethnic Groups	1	*	#
Disability	With a declared disability	2	*	#
	Without a declared disability	55	#	#
Age-group ^[2]	16-24	0	*	#
	25-39	5	#	#
	40-49	20	22	2
	50+	32	30	-2
Sexual Orientation ^[3]	Both sexes	0	*	#
	Different Sex	54	53	-1
	Same Sex	0	*	#
NICS employment history	Current	41	45	4
	Previous	7	6	-1
	None	10	6	-4

¹ Totals within an equality category may not sum to overall total due to rounding or an expected number of applicants passing interview with missing information within that category.

² Based on age at closing date for applications.

³ Sexual orientation missing for 4 applicants who passed interview.

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

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

Analysis of NICS Recruitment Competitions 1 January 2020 – 31 December 2020

Table 19 NICS Senior Civil Service recruitment competitions for jobs with application closing date in 2020: comparison of actual and expected applicants offered appointment.

Equality Category	Description	'Expected' Applicants offered appointment (based on proportionate success) ^[1]	Actual Applicants offered appointment	Difference (Actual minus 'Expected')
Overall	Total	18	18	0
Gender	Male	12	12	0
	Female	6	6	0
Community Background	Protestant	8	#	#
	Catholic	8	9	1
	Not Determined	2	*	#
Ethnicity	White	18	#	#
	Minority Ethnic Groups	0	*	#
Disability	With a declared disability	0	*	#
	Without a declared disability	18	#	#
Age-group ^[2]	16-24	0	*	#
	25-39	1	*	#
	40-49	7	6	-1
	50+	10	11	1
Sexual Orientation ^[3]	Both sexes	0	*	#
	Different Sex	17	17	0
	Same Sex	0	*	#
NICS employment history	Current	14	15	1
	Previous	2	*	#
	None	2	*	#

¹ 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.

² Based on age at closing date for applications.

³ Sexual orientation missing for 1 applicant who was offered appointment.

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

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

4. Further Information

4.1 Background Quality Report

Introduction – *Context for the quality report*

This bulletin is the latest in an annual series which began in 2009. It was designed to provide easy access to summary information on recruitment to the Northern Ireland Civil Service during a particular year. NICS recruitment figures are compiled from HRConnect, the human resources service for the NICS, but appointments to the Northern Ireland Prison Service are verified using Compass, the NIPS system. Databases are compiled and analysis produced, with publication of figures relating to the stage reached in competitions with a closing date for applications during a calendar year by 1st February of the following year. The report is published in March on a pre-announced date. A set of open source downloadable tables are produced at the same time. Further details are available in the Quality Assurance of Administrative Data (QAAD) report published at www.nisra.gov.uk/publications/hrca-qualityassurance-administrative-data-report-march-2018.

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

The initial consultation with key stakeholders indicated that both the coverage and content are appropriate to the needs of users. The February 2021 user survey indicated that the report is used for policy making and monitoring, performance monitoring, responding to information requests, to aid decisions on resource allocation and to inform public marketing campaigns.

Accuracy and Reliability - *The proximity between an estimate and the unknown true value*

Coverage of applicants is believed to be 100%. While care is taken to ensure the competition list is accurate, it is possible that competitions could be included when they should be omitted or vice versa. However this process is managed by the statisticians within HRCS and it is felt that the risk of this happening is relatively low. While the vast majority of entries are complete, there can be missing values, particularly when a paper application is made. These are all footnoted in the report and no assumptions are made once all avenues for completion have been exhausted. Another potential source of bias is the requirement to publish while competitions are ongoing. This means that the stage reached by 1st February may not be the final stage reached in the competition. To mitigate against this aspect, updated appointment figures for the three previous years are provided in the appendix. However, information on key interim stages may be missing from the publications. This information however would form part of the reports on individual competitions provided to NICS HR. A further potential source of bias is that in providing an overall summary of competitions, the overall picture may be

influenced by one large competition. Similarly differences between actual and expected outcomes may cancel each other out – e.g. one competition with more males than expected appointed cancelled out in the tables by another with more females than expected appointed.

Timeliness and Punctuality - *Timeliness refers to the time gap between publication and the reference period. Punctuality refers to the gap between planned and actual publication dates.*

The publication relates to the stage reached in the competition by 1st February, and the report is published around 7 weeks after this date. The extraction of the database on 1st February ensures the data on applicants for the previous calendar year are as complete and accurate as possible, as it allows time for applications to be updated on HRConnect. Information on the outcomes of the various stages of the recruitment competitions is updated on a daily basis by HRConnect staff, so the information on stage reached should be up-to-date as possible. The publication date allows time for all the analysis and quality assurance to be undertaken. The latest survey of users in February 2021 indicated that 100% of users were 'Very Satisfied' or 'Satisfied' with the timeliness of the report.

Accessibility and Clarity - *Accessibility is the ease with which users are able to access the data, also reflecting the format in which the data are available and the availability of supporting information. Clarity refers to the quality and sufficiency of the metadata, illustrations and accompanying advice.*

The bulletin, together with open source data files, is published on the NISRA website. All respondents to the February 2021 user survey were satisfied with the content of the report and ease of finding the relevant statistics on the NISRA website. Large proportions of users were satisfied with presentation and format of reports (83%).

Coherence and Comparability - *Coherence is the degree to which data that are derived from different sources or methods, but refer to the same topic, are similar. Comparability is the degree to which data can be compared over time and domain.*

Information on applicants and appointees from recruitment competitions is provided in the annual NISRA 'Equality Statistics for the NICS' report – it uses the same basis for applicants as this report. However as it is published later in the year, additional appointments may have been made and so are included. As the NICS holds different recruitment competitions each year, year-on-year comparisons in terms of equality are not appropriate because different competitions attract different profiles of candidates.

Trade-offs between Output Quality Components - *Trade-offs are the extent to which different aspects of quality are balanced against each other.*

There is a trade-off between the timeliness of the report and its accuracy and reliability, with timeliness deemed more important to users.

Assessment of User Needs and Perceptions - *The processes for finding out about users and uses, and their views on the statistical products.*

Staff involved in the production of the bulletin are in regular telephone and email contact with the key users of their statistics throughout the year, typically with specialist staff within NICS HR who have responsibility for the relevant work area and with staff in the Office of the Civil Service Commissioners. In addition to these meetings, HRCS staff would also have regular telephone and email contact with key users. The most recent user survey was closed in February 2021. The main reasons for using the publication were for policy making and monitoring, performance monitoring, responding to information requests, to aid decisions on resource allocation and to inform public marketing campaigns. Overall satisfaction with the report was 83%, with most respondents saying that the statistics they used fully or mostly met their needs. In the 2018 survey, one comment suggested that the lack of comment on significance of results from small samples may lead to unwarranted conclusions being drawn. To address this aspect, the commentary only draws attention to aspects which are worthy of mention, when the under-representation is 5 people or more and the size of the under-representation is 10% lower than would be expected.

Performance, Cost and Respondent Burden - *The effectiveness, efficiency and economy of the statistical output.*

The operational cost (staff time) of producing each issue of the bulletin is approximately £6,000. There is no respondent burden, since the data are held on an administrative system.

Confidentiality, Transparency and Security - The procedures and policy used to ensure sound confidentiality, security and transparent practices.

Data are held on a network that is only accessible to the few statisticians who need access. Suppression would be applied where the number of cases in a cell containing personal information is disclosive; this is described in table footnotes. If appropriate, cells are merged. More detailed information on the processes used to produce the database and output are outlined in the QAAD.

4.2 Next Publication:

March 2022

4.3 Further Information

All media enquiries should be directed to DoF Communications Office:
028 9081 6724 or 028 9081 6895.

Further statistical information can be obtained from:

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

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

ANNEX A – Departmental information and updated appointee profiles for competitions held during 2017, 2018 and 2019

A.1 Departmental Information

Notes on tables

The following tables provide an update on the number and profile of appointees from NICS competitions with a closing date for applications during 2017, 2018 and 2019, as well as high-level departmental information for these years, and for 2020. The figures are as at 1st February 2021 and there may still be further appointments from these competitions, which could change the profile of appointees. The profile of appointees is compared with the profile that would be expected if candidates in each group of applicants were equal in merit.

In addition, departmental applicant and appointee figures are provided. For the purpose of this report, all applicants and all appointees for a particular competition are included in the figures for a department which made an appointment from a competition. For example someone who applies for a competition from which appointments are made in two departments will be included in the applicant (and if appropriate appointee) figures for each of these two departments.

Figures relating to eligible applicants may differ from previously published figures as the eligibility sift may not have taken place by the time of publication. All figures are taken from HRConnect as at 1st February 2021.

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

Number of competitions, applications and appointments by Department - 2020

2020			
	Number of competitions included in the analysis¹	Eligible Applications	Appointments by 1 Feb 2021
NICS	90²	12,388	135
DAERA	23	719	46
DfC	6	9522	3
DfE	9	111	8
DE	4	20	2
DoF	27	1070	63
DoH	4	8	3
DfI	10	336	2
DoJ	11	362	7
TEO	1	6	0
PPS	1	13	0
Other NICS organisations	2	8	1
Corporate competitions	2	213	0

¹ Each corporate competition provided eligible applicants for one department. Of the non- corporate competitions, one provided applicants for 5 departments, three competitions provided eligible applicants for 3 departments and 2 competitions provided eligible applicants for 2 departments.

² Two competitions did not provide any eligible recruits.

Number of competitions, applications and appointments by Department - 2019

2019			
	Number of competitions included in the analysis¹	Eligible Applications	Appointments by 1 Feb 2021
NICS	110²	23995	1299
DAERA	26	702	146
DfC	13	74	21
DfE	5	38	8
DE	2	2	2
DoF	25	1054	153
DoH	5	33	7
DfI	13	464	123
DoJ	14	728	52
TEO	3	96	18
PPS	1	68	6
Other NICS organisations	1	2	2
Corporate competitions	10	20734	761

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

² Three competitions did not provide any eligible recruits.

Number of competitions, applications and appointments by Department - 2018

2018			
	Number of competitions included in the analysis¹	Eligible Applications	Appointments by 1 Feb 2021
NICS	109²	4006	543
DAERA	23	738	163
DfC	9	108	16
DfE	4	78	10
DE	2	21	4
DoF	17	539	90
DoH	7	55	2
DfI	8	411	76
DoJ	17	1327	81
TEO	2	12	1
PPS	5	196	32
Other NICS organisations	6	96	10
Corporate competitions	9	425	58

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

² Four competitions did not provide any eligible recruits.

Number of competitions, applications and appointments by Department - 2017

2017			
	Number of competitions included in the analysis¹	Eligible Applications	Appointments by 1 Feb 2021
NICS	88²	4230	528
DAERA	13	216	28
DfC	4	276	8
DfE	2	46	12
DE	0	0	0
DoF	27	747	107
DoH	6	57	5
DfI	14	354	65
DoJ	10	1867	193
TEO	1	2	0
PPS	2	151	23
Other NICS organisations	3	68	5
Corporate competitions	9	446	82

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

² One competition did not provide any eligible recruits.

Analysis of NICS Recruitment Competitions 1 January 2020 – 31 December 2020

Table A.1 Recruitment competitions for NICS jobs with application closing date in 2019: comparison of actual and expected appointees

Equality Category	Description	Eligible Applicants	'Expected' Appointees (based on proportionate success of eligible applicants) ^[1]	Actual Appointees ^[2]	Difference (Actual minus 'Expected')
Overall	Total	23,995	1,299	1,299	0
Gender	Male	11,685	703	745	42
	Female	12,310	596	554	-42
Community Background ^[3]	Protestant	10,207	533	567	34
	Catholic	11,356	636	612	-24
	Not Determined	2,430	129	118	-11
Ethnicity	White	23,500	1,275	1,285	10
	Minority Ethnic Groups	495	24	14	-10
Disability	With a declared disability	1,644	79	79	0
	Without a declared disability	22,351	1,220	1,220	0
Age-group ^[4]	16-24	4,719	166	166	0
	25-39	12,392	600	680	80
	40-49	4,516	336	319	-17
	50+	2,361	194	130	-64
Sexual Orientation ^[5]	Both sexes	609	20	25	5
	Different Sex	22,311	1,230	1,230	0
	Same sex	922	39	40	1
NICS employment history ^[6]	Current	5,720	533	675	142
	Previous	2,056	98	70	-28
	None	16,132	657	547	-110

¹ Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

² As at 1 February 2021. Further appointments may be made from these competitions which may change the profile.

³ Community background missing for 2 applicants and 2 appointees.

⁴ Based on age at closing date for applications. Age missing for 7 applicants and 4 appointees.

⁵ Sexual Orientation missing for 153 applicants and 4 appointees.

⁶ NICS employment history missing for 87 applicants and 7 appointees.

Analysis of NICS Recruitment Competitions 1 January 2020 – 31 December 2020

Table A.2 Recruitment competitions for NICS jobs with application closing date in 2018: comparison of actual and expected appointees

Equality Category	Description	Eligible Applicants	'Expected' Appointees (based on proportionate success of eligible applicants) ^[1]	Actual Appointees ^[2]	Difference (Actual minus 'Expected')
Overall	Total	4,006	543	543	0
Gender	Male	2,302	312	289	-23
	Female	1,704	231	254	23
Community Background ^[3]	Protestant	1,858	216	228	12
	Catholic	1,661	261	262	1
	Not Determined	486	66	53	-13
Ethnicity	White	3,944	534	537	3
	Minority Ethnic Groups	62	9	6	-3
Disability	With a declared disability	177	26	18	-8
	Without a declared disability	3,829	517	525	8
Age-group ^[4]	16-24	947	77	73	-4
	25-39	2,065	318	335	17
	40-49	652	98	92	-6
	50+	342	51	43	-8
Sexual Orientation ^[5]	Both sexes	89	11	11	0
	Different Sex	3,748	513	517	4
	Same sex	141	15	12	-3
NICS employment history ^[6]	Current	831	144	189	45
	Previous	298	56	40	-16
	None	2,113	313	276	-37

¹ Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

² As at 1 February 2021. Further appointments may be made from these competitions which may change the profile.

³ Community background missing for one applicant.

⁴ Based on age at closing date for applications.

⁵ Sexual Orientation missing for 28 applicants and 3 appointees.

⁶ NICS employment history missing for 764 applicants and 38 appointees.

Table A.3 Recruitment competitions for NICS jobs with application closing date in 2017: comparison of actual and expected appointees

Equality Category	Description	Eligible Applicants	'Expected' Appointees (based on proportionate success of eligible applicants) ^[1]	Actual Appointees ^[2]	Difference (Actual minus 'Expected')
Overall	Total	4,230	528	528	0
Gender	Male	2,474	312	311	-1
	Female	1,756	216	217	1
Community Background	Protestant	2,090	251	263	12
	Catholic	1,671	223	208	-15
	Not Determined	469	54	57	3
Ethnicity ^[3]	White	4,150	517	520	3
	Minority Ethnic Groups	79	10	7	-3
Disability	With a declared disability	137	17	15	-2
	Without a declared disability	4,093	511	513	2
Age-group ^[4]	16-24	1,001	102	103	1
	25-39	2,263	283	288	5
	40-49	697	97	87	-10
	50+	268	45	49	4
Sexual Orientation ^[5]	Both sexes	82	9	11	2
	Different Sex	4,005	503	503	0
	Same Sex	129	13	12	-1
NICS employment history ^[6]	Current	582	93	114	21
	Previous	265	36	32	-4
	None	1,810	243	230	-13

¹ Totals within an equality category may not sum to overall total due to rounding or an expected number of appointees with missing information within that category.

² As at 1 February 2021. Further appointments may be made from these competitions which may change the profile.

³ Ethnicity missing for one applicant and one appointee.

⁴ Based on age at closing date for applications. Age missing for one applicant and one appointee.

⁵ Sexual Orientation missing for 14 applicants and 2 appointees.

⁶ NICS employment history missing for 1573 applicants and 152 appointees.