

Review of Equality Statistics for the Northern Ireland Civil Service Report

Overview

The HR Consultancy Services (HRCS) Team within NISRA publishes an annual report on the Equality Statistics for the Northern Ireland Civil Service (NICS). The report presents an overview of diversity and equality in the NICS and how it has changed over time, analysing the workforce composition in terms of gender, community background, age group, disability and ethnicity.

As well as providing the analysis for employees at a point in time (1 January each year), the report also provides analysis for recruitment competitions closing to applications, promotions within NICS and leavers from the service for the 12 months prior to this agreed date. The most recent annual report can be accessed below.

Why your views matter

HRCS is now carrying out a review of the annual report to ensure that the report meets customer needs and is produced as quickly as possible through refining our processes and effectively using available resources. We are keen to gather feedback on the content and presentation of the report from as many users as possible.

Introduction

1 What is your role?

(Required)

Please select only one item

- NICS employee
- Other public sector employee
- Academia
- Other

2 Are you aware of or do you make use of the Equality Statistics for the NICS report?

(Required)

Please select only one item

- Yes
- No

Uses

3 When you are using the report, are you more likely to refer to the PDF report or the Excel tables?

(Required)

Please select only one item

- PDF Report
- Excel/ODS tables

4 Why do you access/use the Composition section of the report?
(Select all that apply)

(Required)

Please select all that apply

- Statutory/legislative requirements
- Policy making/monitoring
- Media/informing public/public interest
- To facilitate research
- To inform public marketing campaigns
- Responding to information requests
- To aid decisions on resource allocation
- Personal interest
- Other (please specify)
- Do not use

Other

5 Why do you access/use the Recruitment section of the report? (Select all that apply)

(Required)

Please select all that apply

- Statutory/legislative requirements
- Policy making/monitoring
- Media/informing public/public interest
- To facilitate research
- To inform public marketing campaigns
- Responding to information requests
- To aid decisions on resource allocation
- Personal interest
- Other (please specify)
- Do not use

Other

6 Why do you access/use the Promotion section of the report? (Select all that apply)

(Required)

Please select all that apply

- Statutory/legislative requirements
- Policy making/monitoring
- Media/informing public/public interest
- To facilitate research
- To inform public marketing campaigns
- Responding to information requests
- To aid decisions on resource allocation
- Personal interest
- Other (please specify)
- Do not use

Other

7 Why do you access/use the Leavers section of the report? (Select all that apply)

(Required)

Please select all that apply

- Statutory/legislative requirements
- Policy making/monitoring
- Media/informing public/public interest
- To facilitate research
- To inform public marketing campaigns
- Responding to information requests
- To aid decisions on resource allocation
- Personal interest
- Other (please specify)
- Do not use

Other

Needs

8 Overall, to what extent does each section meet your needs? (select one answer for each section)

(Required)

	It fully meets my needs	It mostly meets my needs	It partly meets my needs	It doesn't meet my needs at all	I do not need this section
Composition <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recruitment <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotion <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leavers <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9 How could the report better meet your needs?

(Required)

Information provided

10 Is the information in each section easily understood/understandable?

(Required)	I fully understand the information	I mostly understand the information	I partly understand the information	I do not understand the information at all	I do not need this information
Composition <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recruitment <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotion <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leavers <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please specify any issues with the information provided (Required)

11 Are the following types of chart easily understood/understandable?

(Required)	I fully understand the chart	I mostly understand the chart	I partly understand the chart	I do not understand the chart at all	I do not need this chart
Line (eg Fig 1) <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Time series column (eg Fig 5) <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stacked bar/column (eg Fig 7) <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bar/column (eg Fig 24) <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12 Is the commentary about the charts in each section easily understood/understandable?

<i>(Required)</i>	I fully understand the commentary	I mostly understand the commentary	I partly understand the commentary	I do not understand the commentary at all	I do not need this commentary
Composition <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recruitment <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotion <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leavers <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13 Please specify any issues with charts or commentary

(Required)

Timing and Data Quality

14 The Employees Section is in relation to staff in post as at 1st January each year with the Recruitment, Promotions and Leavers sections relating to activities in the calendar year prior, for example for staff in post at 1st January 2023, the other sections will look at activity during 2022. Data is not available for analysis until after 21st January. How soon after this date do you need/use the information in each section of the report?

<i>(Required)</i>	Quarter 1 (January-March)	Quarter 2 (April-June)	Quarter 3 (July-September)	Quarter 4 (October-December)	I do not need this section
Composition <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recruitment <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotion <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leavers <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15 The Equality Report is an annual publication. Does this frequency of reporting meet your needs?

(Required)

Please select only one item

- Yes
 No

How often do you feel would be appropriate and why? (Required)

16 Does the analysis provided in relation to data quality meet your needs?

(Required)

	It fully meets my needs	It mostly meets my needs	It partly meets my needs	It doesn't meet my needs at all	I do not need this section
Composition <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recruitment <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotion <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leavers <i>Please select only one item</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How could this information on data quality better meet your needs? (Required)

Unaware of/do not use report

17 The NICS Equality Report provides information in relation to employees, recruitment, promotions and leavers broken down by Section 75 categories. Do you think you could/would use this report in a work or research environment?

(Required)

Please select only one item

- Yes
 No

Potential Uses

18 If you think you would use the Composition section, what would you use it for?

(Required)

Please select all that apply

- Statutory/legislative requirements
- Policy making/monitoring
- Media/informing public/public interest
- To facilitate research
- To inform public marketing campaigns
- Responding to information requests
- To aid decisions on resource allocation
- Personal interest
- Other (please specify)
- Would not use

Other

19 If you think you would use the Recruitment section, what would you use it for?

(Required)

Please select all that apply

- Statutory/legislative requirements
- Policy making/monitoring
- Media/informing public/public interest
- To facilitate research
- To inform public marketing campaigns
- Responding to information requests
- To aid decisions on resource allocation
- Personal interest
- Other (please specify)
- Would not use

Other

20 If you think you would use the Promotion section, what would you use it for?

(Required)

Please select all that apply

- Statutory/legislative requirements
- Policy making/monitoring
- Media/informing public/public interest
- To facilitate research
- To inform public marketing campaigns
- Responding to information requests
- To aid decisions on resource allocation
- Personal interest
- Other (please specify)
- Would not use

Other

21 If you think you would use the Leavers section, what would you use it for?

(Required)

Please select all that apply

- Statutory/legislative requirements
- Policy making/monitoring
- Media/informing public/public interest
- To facilitate research
- To inform public marketing campaigns
- Responding to information requests
- To aid decisions on resource allocation
- Personal interest
- Other (please specify)
- Would not use

Other

Other

22 Are you aware of the other reports published by the HRCS Personnel Team?

(Required)

Use the report

Aware of the report

Not aware of the report

NICS Employment Statistics - quarterly bulletin
Please select only one item

Personnel Statistics for the NICS
Please select only one item

Analysis of NICS Recruitment
Please select only one item

23 Any further issues or comments?

24 Would you be happy for us to contact you to follow up with any queries on issues raised?

(Required)

Please select only one item

- Yes
 No

25 Would you be interested in being added to the mailing list/user group for any of the following reports? (tick all that apply)

(Required)

Please select all that apply

- Equality Statistics for the NICS
 NICS Employment Statistics - quarterly bulletin
 Personnel Statistics for the NICS
 Analysis of NICS Recruitment
 None

26 If you have responded yes to contact or to being added to any of the mailing lists, please provide your contact details

Email address