

# EQUALITY STATISTICS FOR THE NORTHERN IRELAND CIVIL SERVICE 2023 (Updated with 2021 Census Data - Revised 2024)<sup>1</sup>



An overview of diversity and equality in the Northern Ireland Civil Service (NICS) at 1st January 2023 and how it has changed over time.

**Published by:** Human Resource Consultancy Services, Northern Ireland Statistics and Research Agency

**Theme:** Government

**Coverage:** Northern Ireland

**Frequency:** Annual

**Contact:** Natasha Dickson

**Email:** [hrcspersonnel@nisra.gov.uk](mailto:hrcspersonnel@nisra.gov.uk)

**Publication Date:** 29 June 2023

## Key Points<sup>2</sup>

- Females made up 50.1% of the NICS workforce in 2023, up from 47.9% in 2000 and similar to last year's figure (50.0%). Within the most senior grades, female representation has increased since 2000 (11.3%) to 42.8% in 2023. This is up from 41.6% in 2022.
- Excluding those with a community background recorded as 'Not Determined', Protestants made up 49.8% and Catholics 50.2% of NICS staff in 2023, a difference of 0.4 percentage points. The comparative difference in 2000 was 16.6 percentage points (Protestants made up 58.3% and Catholics 41.7%).
- The NICS has an older age profile than that of the economically active population with 14.1% of NICS staff aged 16-34 compared with 38.5% among the economically active. In 2023 the median age (47 years) of staff was eight years older than in 2000 (39 years).
- The proportion of staff who declared a disability (5.7%; economically active population, 12.3%) or who were from minority ethnic groups (0.5%; economically active population, 3.0%) continues to be lower than in the economically active population.
- Recruitment (1 174 appointees) and promotion (83 appointees) competitions with a 2022 closing date were analysed. Differences were observed between the profile of successful candidates and the expected profile based on the applicant pool across the various equality categories. It is worth noting however that further appointments may be made from these competitions, which may change the profile of successful candidates.
- Retirements accounted for 44.6% of the 1 228 individuals who left the NICS in 2022; resignations accounted for 30.2% and ill health accounted for 12.4%. The proportion of leavers aged 50 and above (58.9%), or who were male (53.5%) or who had a Protestant community background (54.4%) each constituted a greater proportion of leavers than staff in post in 2022 (50+, 42.4%; male, 50.0%; Protestant, 50.2%).

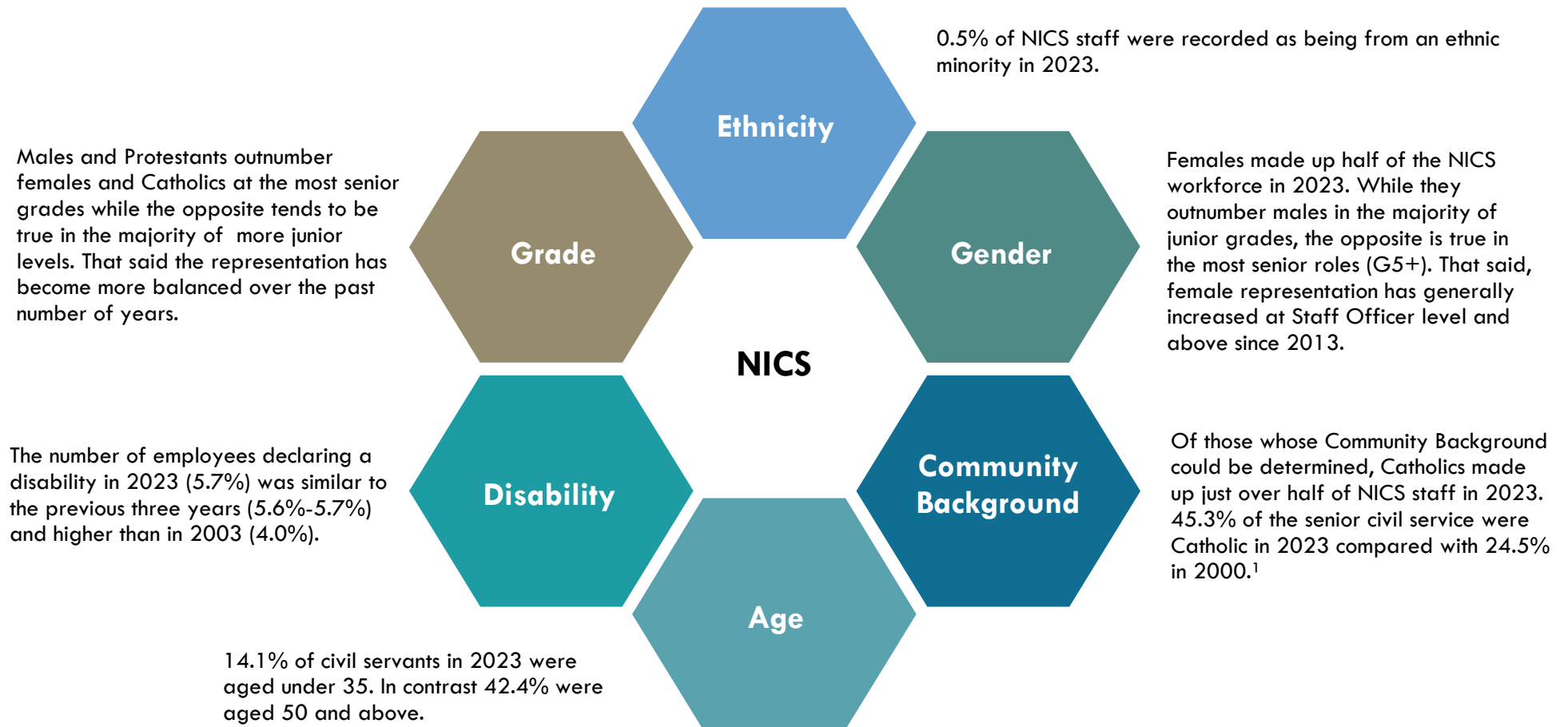
<sup>1</sup>This release was originally published on 30 March 2022 with 2011 Census data and updated in June 2023 with 2021 Census data. In 2024, 2021 Census figures were subsequently revised. See [tables](#) for more information.

<sup>2</sup>Comparator information for the economically active populations taken from 2021 Census.

# 1

## Executive Summary

A summary of the main findings by equality category is provided below. Some high-level information on other equality categories (marital status, sexual orientation, dependants) is included in Appendix 6.



<sup>1</sup>Equality Statistics for the Northern Ireland Civil Service based on staff in post at 1 January 2011 (opens a new window)

# CONTENTS

Chapter	Page
1. Key Points	1
Executive Summary	2
2. Composition	4
Gender	5
Community Background	7
Age Group	9
Disability	11
Ethnicity	13
3. Recruitment	14
4. Promotion	16
5. Leavers	18
Appendix 1 - About this Report	20
Appendix 2 - Limitations of general comparisons between contextual figures and the composition of the NICS	22
Appendix 3 – Contextual figures for Grade 5 and above	24
Appendix 4 - Composition of NICS overall	25
Appendix 5 - Analogous grade level	29
Appendix 6 - Quality Assessment	30

All media enquiries should be directed to DoF Press Office  
**Telephone:** 028 9081 6724 or 028 9081 6895

Further information can be obtained from:  
Natasha Dickson  
NISRA Human Resource Consultancy Services  
Colby House  
Belfast, BT9 5RR

**Telephone:** 028 9038 8435  
**Email:** [hrcpersonnel@nisra.gov.uk](mailto:hrcpersonnel@nisra.gov.uk)

If you require this publication in a machine-readable format, the tables supplied in .xlsx format can be saved as .csv files by Microsoft Excel or by the free Apache OpenOffice suite.

All content in this report is licensed and available under the Open Government Licence v3.0.



To view this licence, go to:  
[Open Government Licence v3.0 \(opens a new window\)](#)

# 2

## Composition

### About this Chapter

At 1<sup>st</sup> January 2023 there were 24,324 staff in the NICS; 269 (1.1%) were in the most senior grades (Grade 5 and above), lower than the proportion in senior grades in the Civil Service in Great Britain (1.4%). This chapter provides an overview of the composition of NICS staff in terms of gender, community background, age group, ethnicity and disability.

Throughout this chapter, contextual figures are provided, using data on the economically active population, which comprises both the employed and the unemployed. Contextual figures for gender, community background, age and ethnicity have been sourced from the 2021 Census. Comparative disability data is sourced from the January to March 2022 Labour Force Survey (LFS)<sup>1</sup>. While some jobs in the NICS will have no qualification requirement, most will have at least a basic qualification requirement and so the NICS profile is compared with the economically active population with Level 1 qualifications<sup>2</sup> or higher.

It is important to note that the contextual figures are 'broad brush' in character, and the comparison is made on data at an aggregate level. Any comparisons should therefore only be taken as general and approximate and we acknowledge that the compositions may have changed since the time of the Census. Further information relating to the limitations of this approach can be found in Appendix 2. Contextual statistics for Grade 5 and above are detailed in Appendix 3 (2011 Census).

Tables showing the composition of staff overall by gender, community background, age and disability are given in Appendix 4. Information for ethnicity has not been provided due to the small numbers of staff involved.

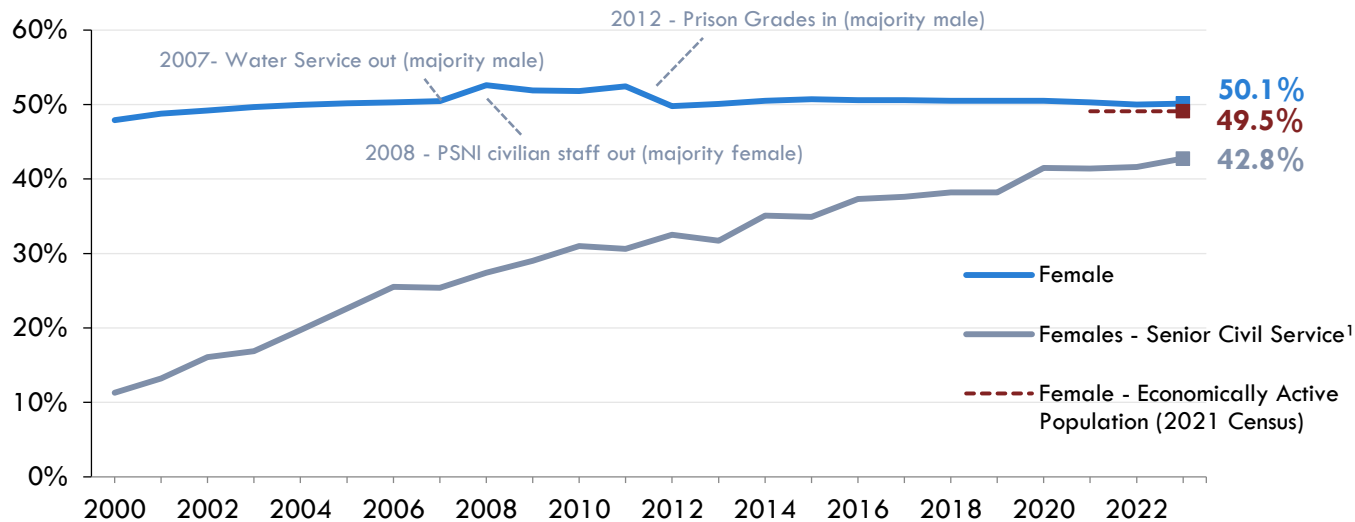
<sup>1</sup>Comparative disability data prior to the 2018 report was sourced from the 2007 Northern Ireland Survey of Activity Limitation and Disability (NISALD).

<sup>2</sup>GCSE (grades D-G), CSE (grades 2-5, 1-4 CSEs (grade 1), 1-4 GCSEs (grades A-C), 1-4 'O' level passes, NVQ level 1, GNVQ Foundation or equivalents

# 2

## Composition: Gender

Figure 1: Female representation in the NICS, 2000 to 2023



### Overall

As shown in figure 1, overall females made up 50.1% of the NICS workforce in 2023, up from 47.9% in 2000 and similar to the 50.0% reported in 2022.

Within the most senior grades, female representation has increased since 2000 (11.3%). Representation increased from 41.6% in 2022 to 42.8% in 2023.

### Economically active comparisons<sup>2</sup>

Overall the gender composition of the NICS closely matches that of its comparator population (difference of 0.6 percentage points).

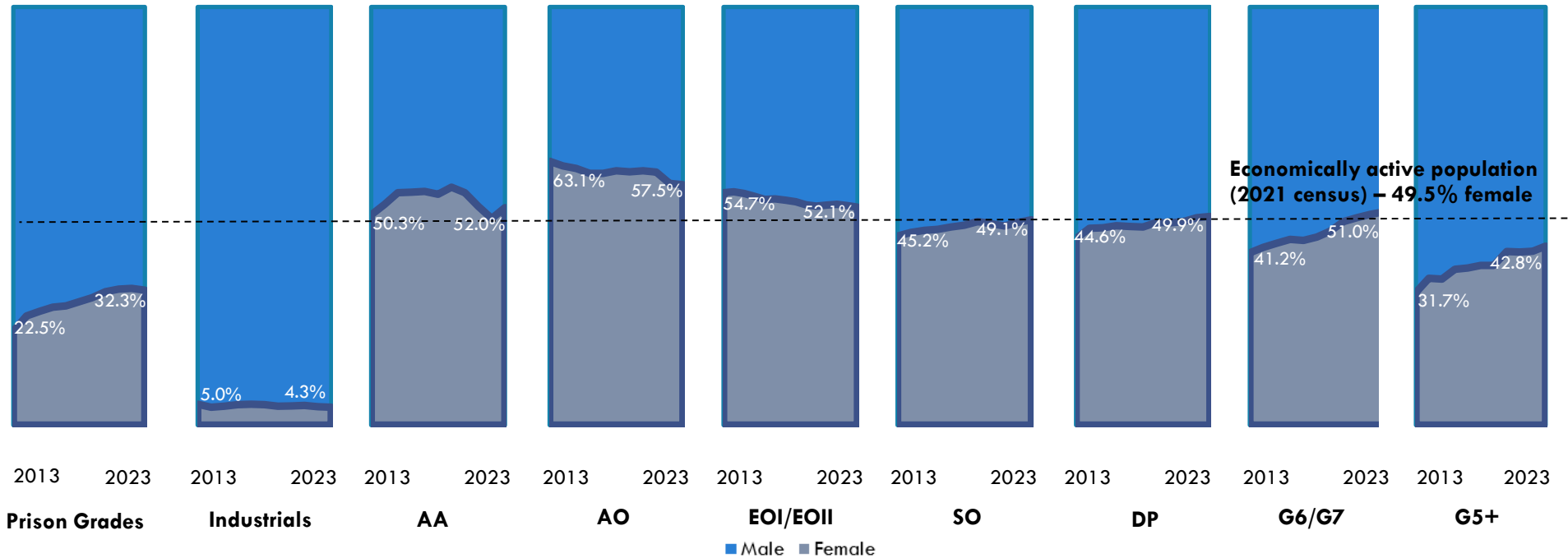
<sup>1</sup>Senior Civil Service is comprised of Grade 5 and above. See Appendix 5 for details of analogous grade.

<sup>2</sup>Comparator populations are economically active males and females taken from 2021 Census, aged 16-64 years with Level 1 qualifications or above. i.e. at least GCSE (grades D-G), CSE (grades 2-5, 1-4 CSEs (grade 1), 1-4 GCSEs (grades A-C), 1-4 'O' level passes, NVQ level 1, GNVQ Foundation or equivalents.

# 2

## Composition: Gender

Figure 2: Gender balance at each analogous grade level<sup>1</sup>, 2013 to 2023



### Gender composition across analogous grades

Like previous years, figure 2 shows females outnumber males at the more junior grades. While females make up less than half of staff at Staff Officer (SO), Deputy Principal (DP) and Grade 5 and above, they now represent 51.0% of staff at Grade 6 and 7. Representation in each of these grades has generally increased since 2013.

### Economically active comparisons

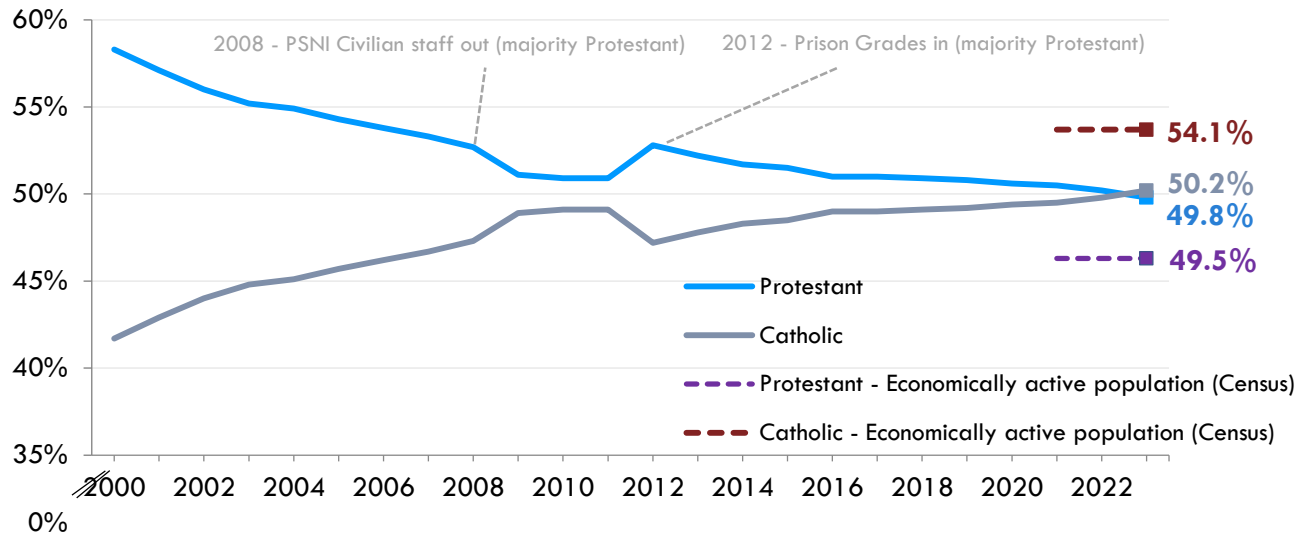
Female representation is above that in the economically active population at all grades apart from Prison Grades, Industrials, Staff Officer and G5+. In 2023 female representation in the senior civil service (G5+) remained lower than that in the GB civil service (47.2%). The limitations of comparing the composition of the NICS to contextual figures are detailed in Appendix 2.

<sup>1</sup>See Appendix 4 for a composition breakdown of each analogous grade. This includes individual information for EOII, EOI, Grade 7 and Grade 6. See Appendix 5 for details of analogous grade.

# 2

## Composition: Community Background

Figure 3: Community background in the NICS, 2000 to 2023



### Overall

At 1st January 2023 the community background (Protestant, Catholic, Not Determined) was available for all staff. Excluding those described as Not Determined, figure 3 shows Catholics made up 50.2% of the NICS workforce. This was over eight percentage points higher than the comparative figure at January 2000 (41.7%). Key changes impacting on community background representation are highlighted in figure 3.

### Economically active comparisons<sup>1</sup>

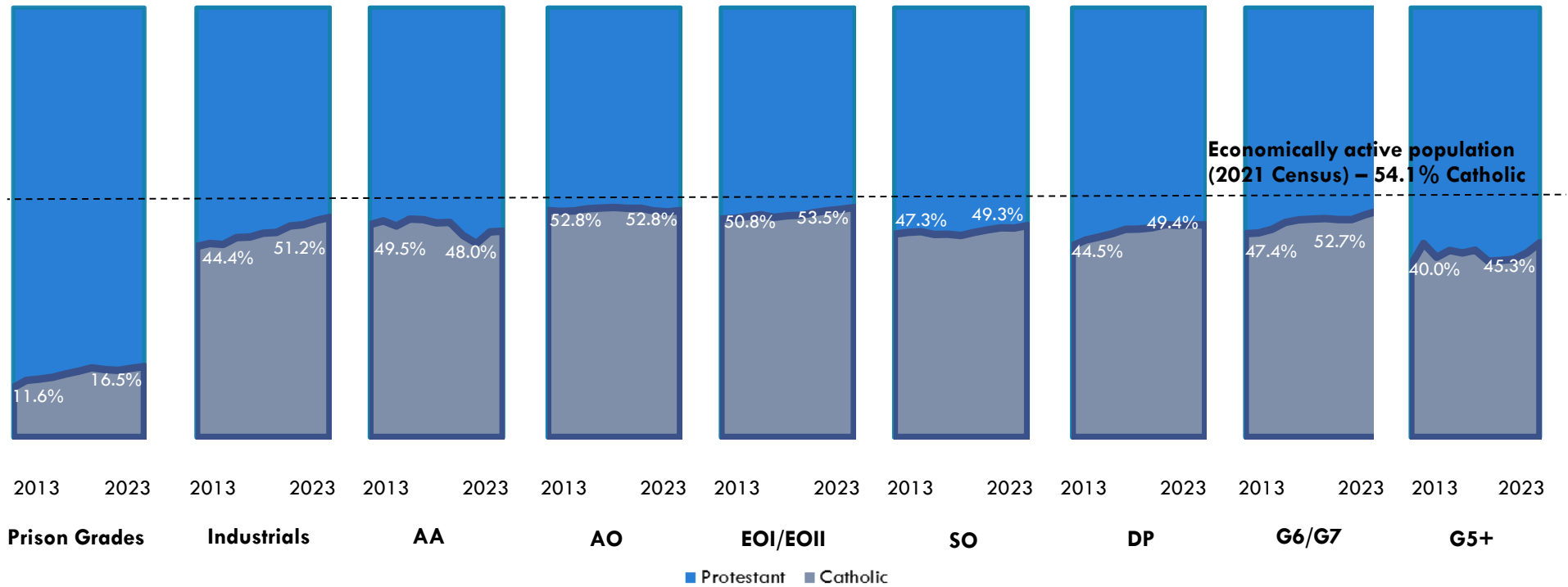
Overall the community background composition of the NICS is similar to that of its comparator population (3.9 percentage points difference).

<sup>1</sup>Comparator populations are economically active Protestant and Catholics taken from 2021 Census, aged 16-64 years with Level 1 qualifications or above. i.e. at least GCSE (grades D-G), CSE (grades 2-5, 1-4 CSEs (grade 1), 1-4 GCSEs (grades A-C), 1-4 'O' level passes, NVQ level 1, GNVQ Foundation or equivalents.

# 2

## Composition: Community Background

Figure 4: Community background balance at each analogous grade level<sup>1</sup>, 2013 to 2023



### Community background composition across analogous grades

Figure 4 shows that while Catholics made up less than half of staff in five of the nine grade levels in 2023, representation is higher than in 2013 at all grade levels with the exception of AA staff (which has experienced a decrease) and AO staff (which has remained the same). Excluding Prison Grades, where 16.5% of staff were Catholic, Catholic representation ranged from 45.3% at Grade 5 and above to 53.5% at EOI/EOII level.

### Economically active comparisons

Catholic representation is lower than that in the economically active population at all grades. The limitations of comparing the composition of the NICS to contextual figures are detailed in Appendix 2.

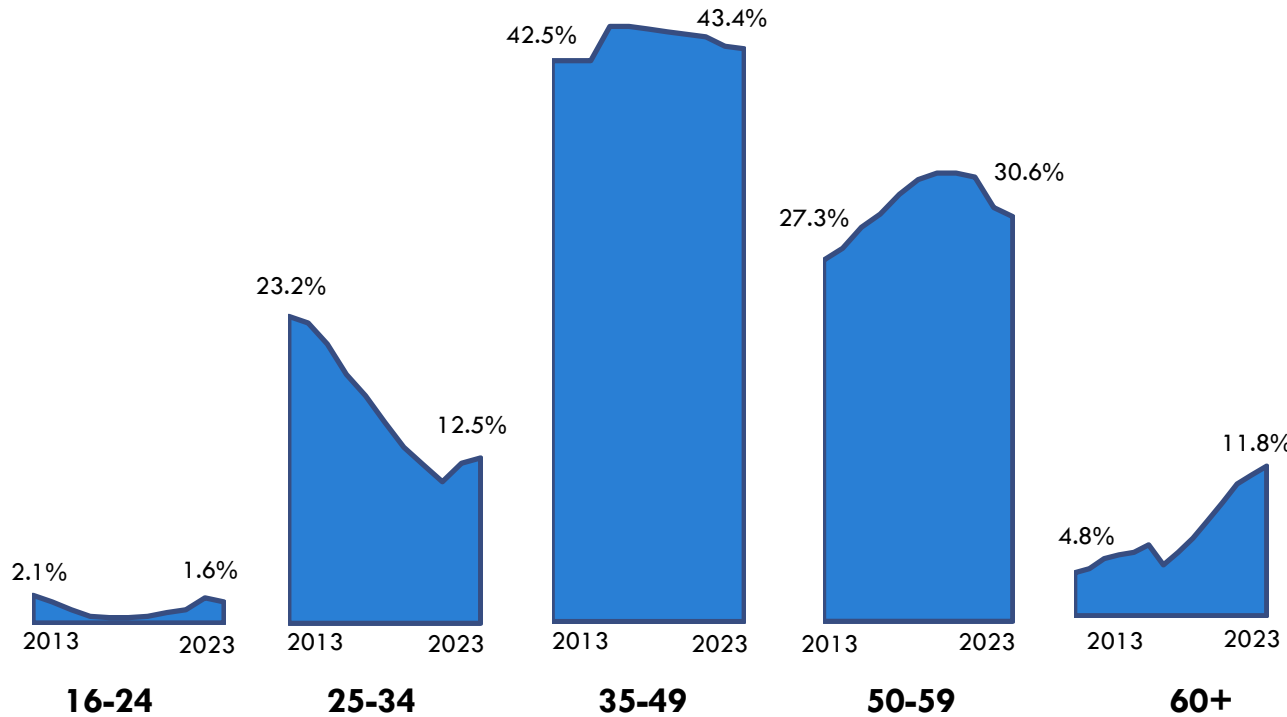
<sup>1</sup>See Appendix 4 for a composition breakdown of each analogous grade. This includes individual information for EOII, EOI, Grade 7 and Grade 6. See Appendix 5 for details of analogous grade.



# 2

## Composition: Age Group

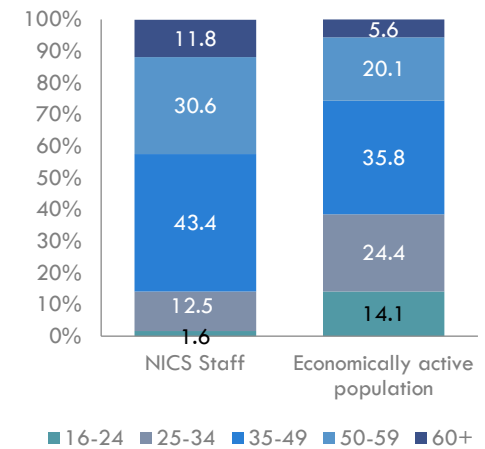
Figure 5: Proportion of civil servants in each age band, 2013 to 2023



### Overall

As shown in figure 5, the proportion of staff aged under 35 has decreased by 11.2 percentage points between 2013 (25.3%) and 2023 (14.1%). In contrast the proportion of staff aged 50 and over has increased by 10.3 percentage points (2013, 32.1%; 2023, 42.4%).

Figure 6: Comparing 2023 NICS age composition with the economically active population (2021 Census)



### Economically active comparisons<sup>1</sup>

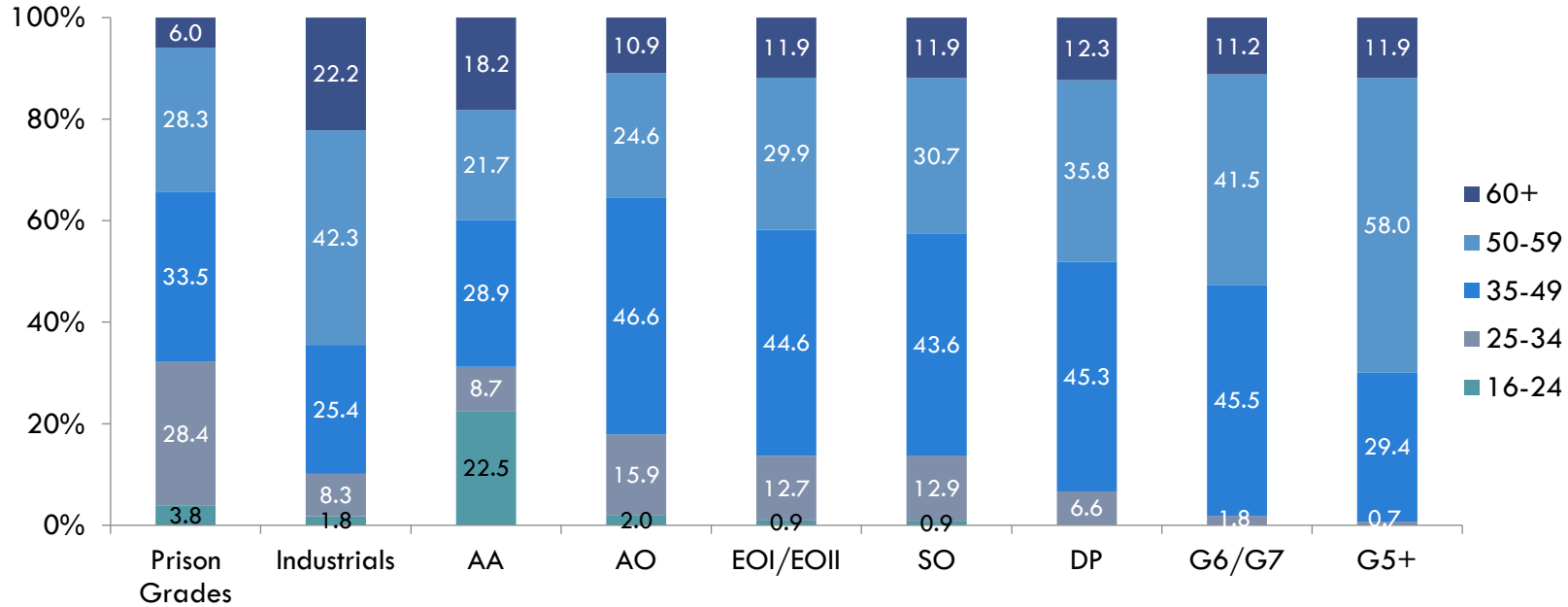
As shown in figure 6, the NICS has an older age profile than the comparator economically active population aged 16-64 years. In particular at January 2023, the proportion of NICS staff aged 50 or over is just over one and a half times that of the economically active population.

<sup>1</sup>Comparator populations are the economically active aged 16-24, 25-34, 35-49 and 50-64 taken from the 2021 Census, with Level 1 qualifications or above. i.e. at least GCSE (grades D-G), CSE (grades 2-5, 1-4 CSEs (grade 1), 1-4 GCSEs (grades A-C), 1-4 'O' level passes, NVQ level 1, GNVQ Foundation or equivalents.

# 2

## Composition: Age Group

Figure 7: Age group balance at each analogous grade level<sup>1</sup>, 2023



### Age group composition across grade levels

As shown in figure 7, in 2023 staff aged 16-24 continued to make up a small minority at all grade levels aside from AA staff, with no staff within this age range at DP level and above.

In the Industrial grades, and G6/G7 level, at least half of staff are aged 50 and over. This rises to around seven in every ten staff at Grade 5 and above. At DP level just under half of staff are aged 50 and over.

### Changes to age profile over time

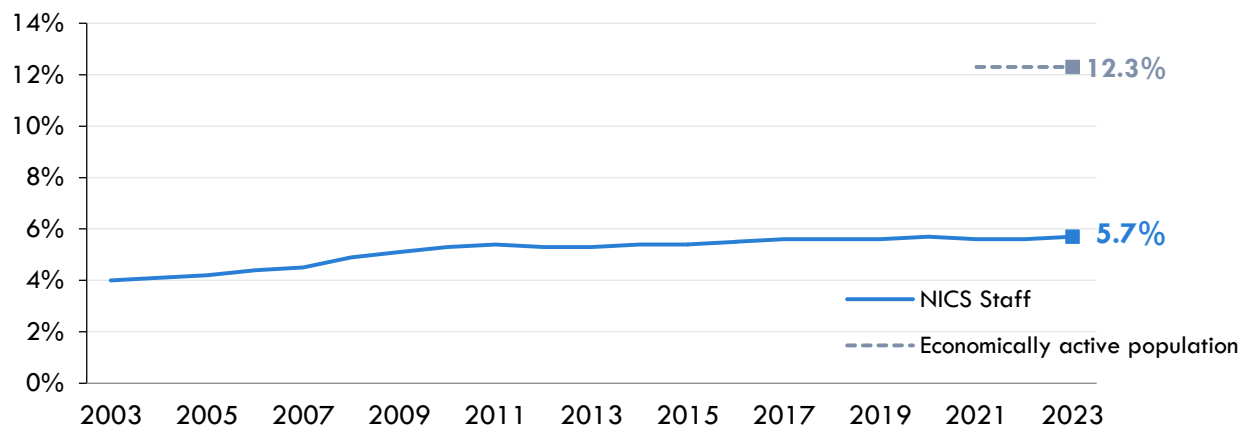
The median age of staff has increased from 39 in 2000 to 47 in 2023. This is reflected in the increase in the proportion of staff aged 50+ and the decrease in the proportion aged under 35.

<sup>1</sup>See Appendix 4 for a composition breakdown of each analogous grade. This includes individual information for EOII, EOI, Grade 7 and Grade 6. See Appendix 5 for details of analogous grade.

# 2

## Composition: Disability

Figure 8: Proportion of staff in the NICS with a declared disability, 2003 to 2023



### Overall

Disability is based on the answers of each member of staff (or applicant) to the monitoring question – ‘Do you consider yourself to have a disability?’ Staff who develop a disability at a later stage however may not update their details.

As shown in figure 8, overall the proportion of employees declaring a disability in 2023 was 5.7%. For the purposes of this report anyone whose disability information is missing (47.5% of staff in 2023) has been allocated to the ‘No disability declared’ category. The true proportion of disabled staff is therefore likely to be higher.

### Economically active comparisons

The 2023 figure (5.7%) is lower than that for the comparator economically active population<sup>1</sup> aged 16-64 years who have a disability (12.3%, subject to sampling error). The comparative figure for the GB<sup>2</sup> civil service was 13.6%.

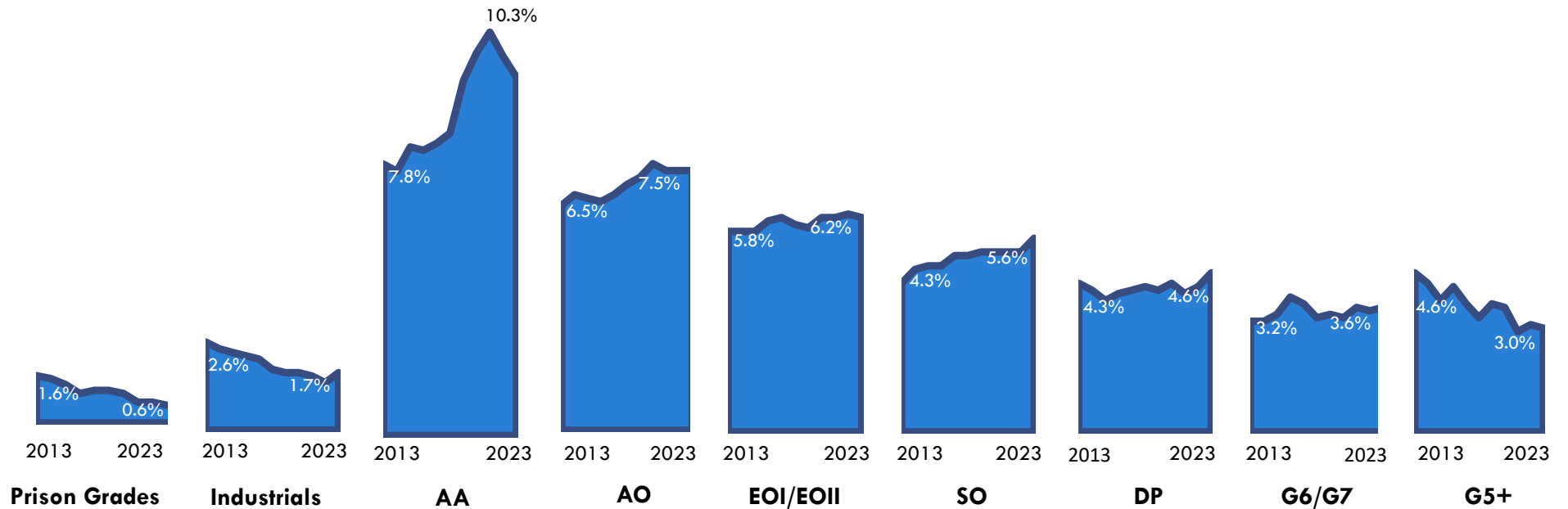
<sup>1</sup>The comparator prior to 2018 was sourced from NISALD. Data in the current report was sourced from the economically active population taken from the October to December 2021 Labour Force Survey (LFS), with a below level 2 qualification or above. i.e. equivalent to at least O-level, GCSE grade A\*-C – less than 5. Estimates are subject to sampling error. The definition for disability used in the LFS reflects the Equality Act 2010 changes to the legal definition of disabled and uses the GSS Harmonised Standard definition. In summary, the GSS Harmonised Standard Definition covers people who report a current physical or mental health condition(s) or illnesses lasting or expected to last 12 months or more; and the condition(s) or illness(es) reduce their ability to carry out day-to-day activities.

<sup>2</sup>Employees who have either not responded or actively chosen not to declare their disability status are excluded from the GB civil service calculation. Employees whose disability information is missing in the NICS are allocated to the ‘No disability declared’ category and included in the calculations. Latest GB figures available are for 2021. 2022 data is expected in summer 2023.

# 2

## Composition: Disability

Figure 9: Declared disability at each analogous grade level<sup>1</sup>, 2013 to 2023



### Changes over time

In 2023, figure 9 shows the proportion of NICS staff who declared a disability was highest in the more junior analogous grades, ranging from 10.3% at AA level to 3.0% at Grade 5+ level. This was a similar pattern to that observed for the previous ten years.

At 0.6% Prison Grades had the lowest proportion of staff declaring a disability in 2023.

<sup>1</sup>See Appendix 4 for a composition breakdown of each analogous grade. This includes individual information for EOII, EOI, Grade 7 and Grade 6. See Appendix 5 for details of analogous grade.

# 2

## Composition: Ethnicity

### Ethnicity

Ethnicity data is based on the answers of each member of staff (or applicant) to the monitoring questions -

Are you:

White	Of Black African origin
Of Black Caribbean origin	Of Bangladeshi origin
Of Chinese origin	Of Indian origin
Of Pakistani origin	Other (please specify)

Are you a member of a mixed ethnic group?

Yes                  No

Are you a member of the Irish Travelling Community?

Yes                  No

At 1st January 2023 data on ethnicity (first question above) was missing for 2,261 staff (9.3%). Excluding these cases from the analyses 0.5% (120 staff) of NICS staff were from an ethnic minority (including members of mixed ethnic groups and the Irish Travelling Community).

The proportion of NICS staff from an ethnic minority is 2.5 percentage points lower than from the economically active population<sup>1</sup> (3.0%). The comparative figure for the GB civil service was 14.3%<sup>2</sup>.

Figures have not been broken down by grade due to the small numbers of staff involved.

<sup>1</sup>Comparator populations are economically active males and females taken from 2021 Census, aged 16-64 years with Level 1 qualifications or above. i.e. at least GCSE (grades D-G), CSE (grades 2-5, 1-4 CSEs (grade 1), 1-4 GCSEs (grades A-C), 1-4 'O' level passes, NVQ level 1, GNVQ Foundation or equivalents.

<sup>2</sup> The most recent available data is for 2021. 2022 data is expected in summer 2023.

# 3

## Recruitment

### About this chapter

This chapter relates to the 145 NICS recruitment competitions, externally advertised and with a closing date for applications between 1st January 2022 and 31st December 2022.

A total of 18,359 valid applications were received, with the numbers of applicants for individual competitions ranging from 2 to 4,952. By 1st March 2023, 1174 appointments<sup>1</sup> had been made.

The composition of applicants and appointees by gender, community background, age group, disability and sexual orientation can be found on this and the following page. Note that the composition of applicants is influenced by the nature of specific competitions. e.g. applicants for the Northern Ireland Prison Service SPTO Site Manager competition were all male and those for the Department of Finance Principal Occupational Health Nurse competition were all female.

In addition, the composition of 'expected' appointees has been calculated for each of the five equality categories. This was done using the applicant pool for each of the 145 competitions which had valid applications and calculating the composition of appointees that would have been expected for each individual competition, if the groups within each equality category (e.g. males and females; Protestant, Catholic and Not Determined etc) had been equal in merit. The 145 individual results were then added together to obtain the overall 'expected' composition<sup>2</sup>. Differences between 'expected' and actual appointee compositions are reported in figures 10 to 15.

Figure 10: Applicants and Appointees by Gender

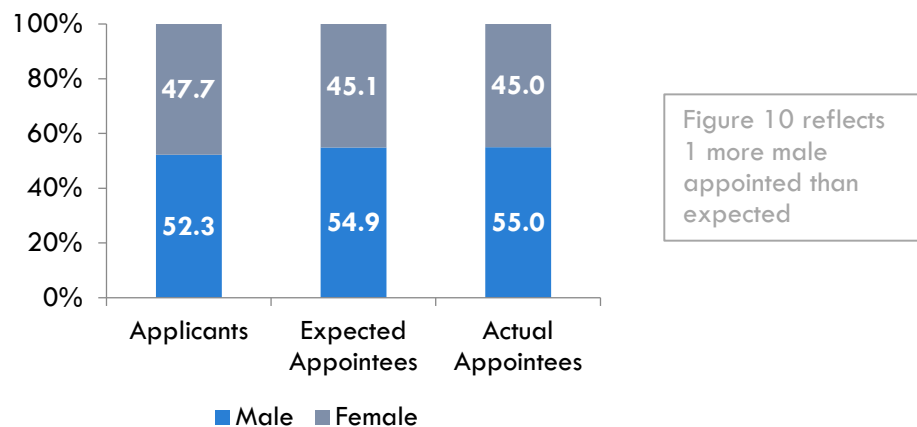
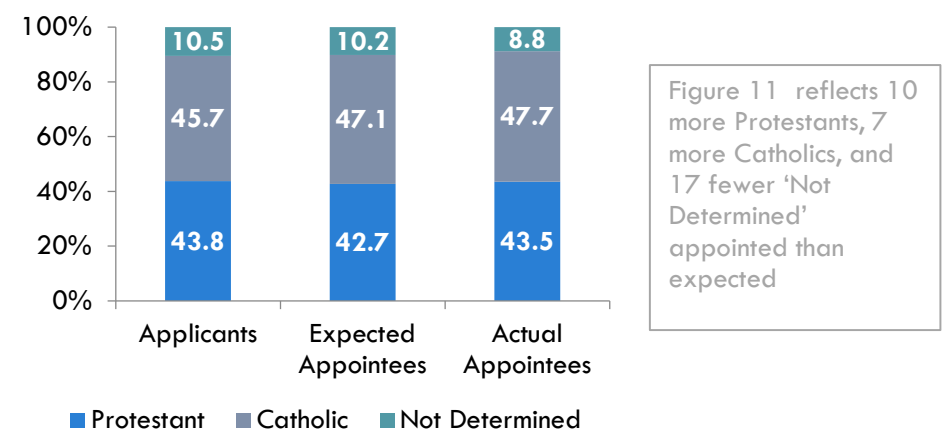


Figure 11: Applicants and Appointees by Community Background



<sup>1</sup> It should be noted that further appointments may be made from these competitions which may change the profile of appointees.

<sup>2</sup> We report on candidates only where their status in the relevant category is known.

# 3

## Recruitment

Figure 12: Applicants and Appointees by Age Group

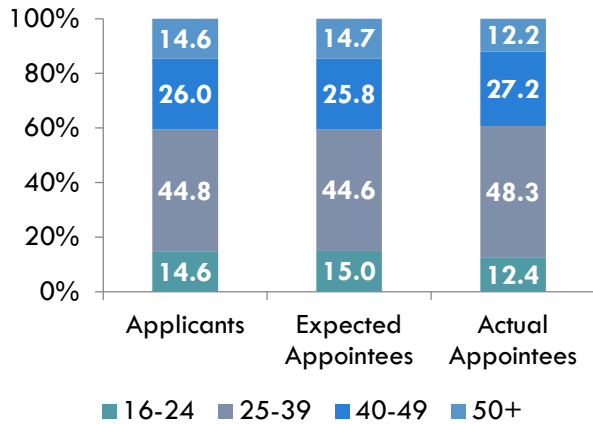


Figure 12 reflects 31 fewer 16-24; 44 more 25-39; 17 more 40-49; 29 fewer 50+ year olds appointed than expected

Figure 13: Applicants and Appointees by Declared Disability

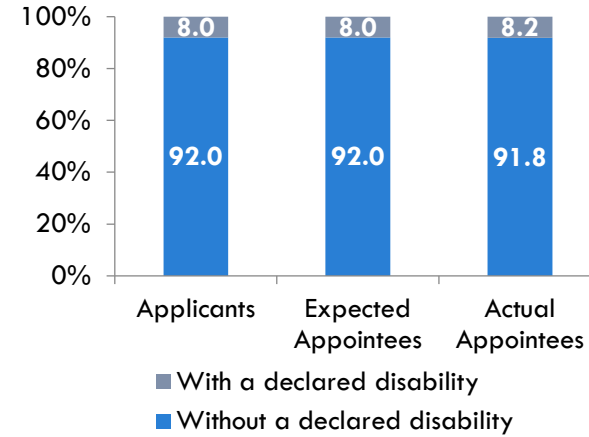


Figure 13 reflects 2 more applicants with a declared disability appointed than expected

Figure 14: Applicants and Appointees by Sexual Orientation

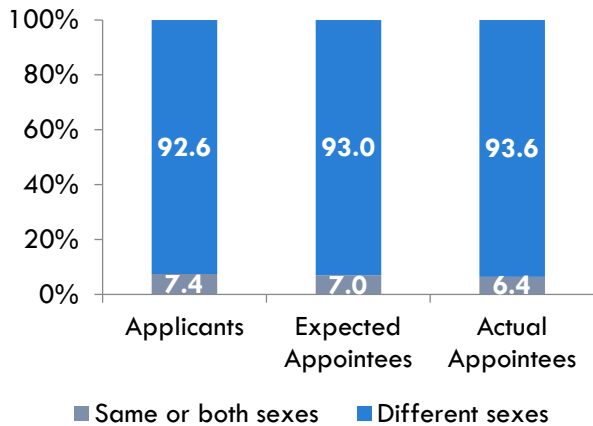


Figure 14 reflects 7 fewer applicants whose sexual orientation was described as towards same or both sexes appointed than expected

Figure 15: Applicants and Appointees by Ethnic Origin

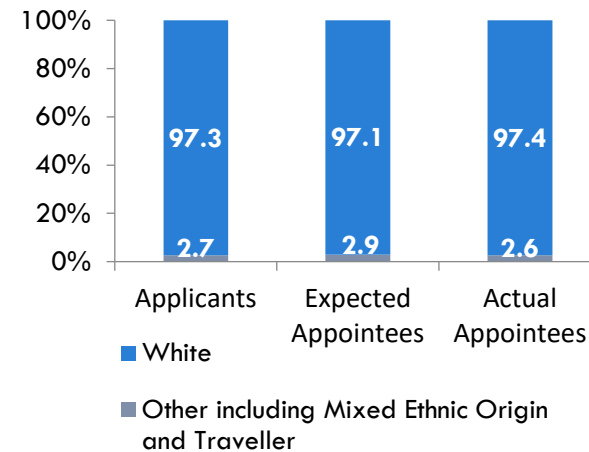


Figure 15 reflects 5 fewer applicants from an ethnic minority appointed than expected

<sup>1</sup>It should be noted that further appointments may be made from these competitions which may change the profile of appointees.

<sup>2</sup>We report on candidates only where their status in the relevant category is known.

# 4

## Promotion

### About this chapter

This chapter relates to the 13 NICS promotion competitions (including trawls) held with a closing date for applications between 1st January 2022 and 31st December 2022.

A total of 394 valid applications were made, with the numbers of applicants for individual competitions ranging from 6 to 84. By 1st March 2023, 83 appointments<sup>1</sup> had been made.

The composition of applicants and appointees by gender can be found below. The composition of 'expected' appointees has also been calculated. This was done using the applicant pool for each of the 13 competitions and calculating the composition of appointees that would have been expected for each individual competition, if the groups within each equality category (e.g. males and females; Protestant, Catholic and Not Determined etc.) had been equal in merit.

The 13 individual results were then added together to obtain the overall 'expected' composition. Differences between the 'expected' and actual appointee composition are reported in figures 16-19.

Figure 16: Applicants and Appointees by Gender

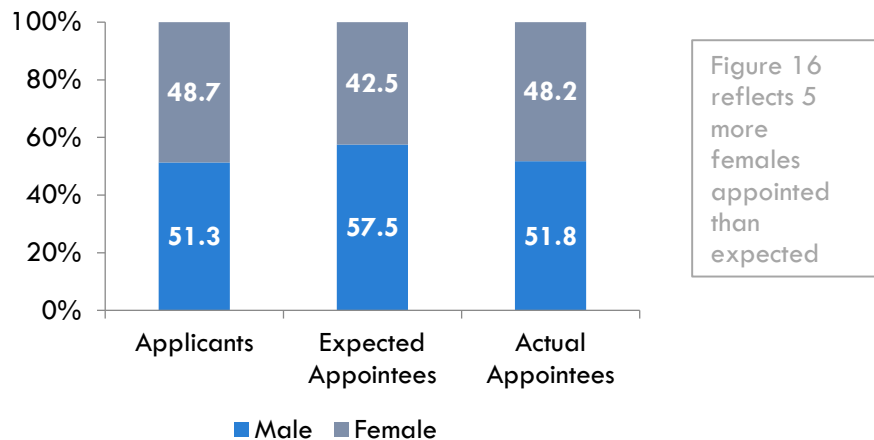
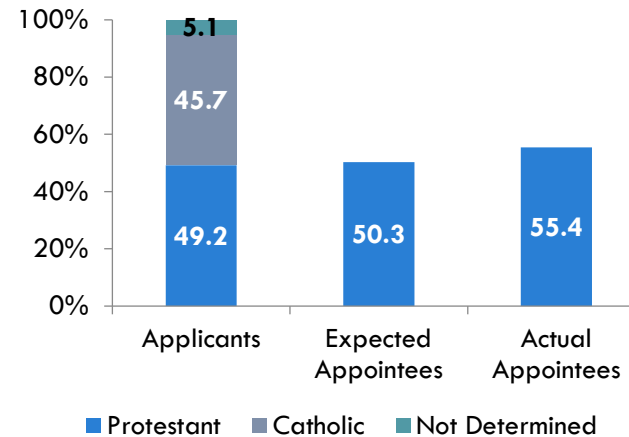


Figure 17: Applicants and Appointees by Community Background<sup>2</sup>



<sup>1</sup>It should be noted that further appointments may be made from these competitions which may change the profile of appointees.

<sup>2</sup>Figures for Expected and Actual Appointees from a Catholic and Not Determined background cannot be provided due to disclosure issues.



# 4

## Promotion

Information relating to ethnicity has not been presented due to the small number of candidates coming from an ethnic minority group. Information relating to sexual orientation has not been presented due to the lack of available data.

Figure 18: Applicants and Appointees by Age Group<sup>1</sup>

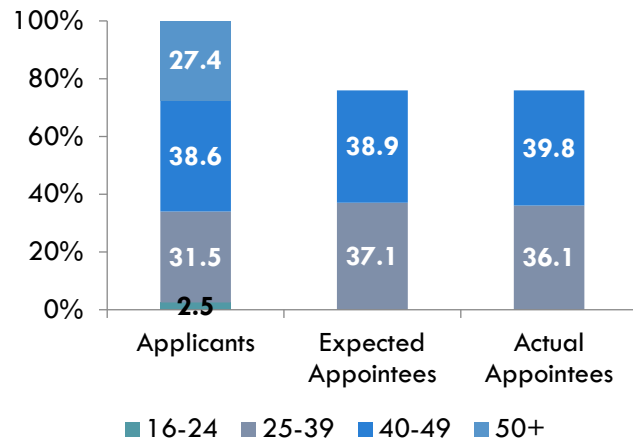
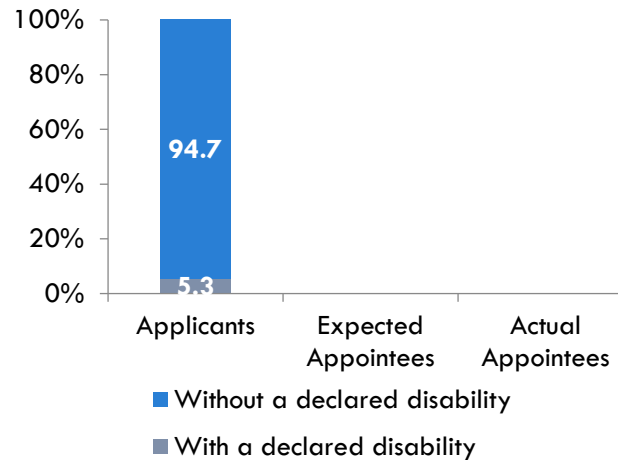


Figure 19: Applicants and Appointees by Declared Disability<sup>2</sup>



<sup>1</sup>Figures for Expected and Actual Appointees aged 16-24 and 50+ cannot be provided due to disclosure issues.

<sup>2</sup>Figures for Expected and Actual Appointees with or without a declared disability cannot be provided due to disclosure issues.

# 5

## Leavers

### About this chapter

This chapter provides an overview of the gender, community background, age group and disability composition for the 1228 staff who left the NICS during 2022. Comparative figures for all NICS staff at 1st January 2022 have been included.

### Profile of leavers

As shown in Figures 20 and 21, Males (3.5 percentage points more) and Protestants (4.2 percentage points more) each constituted a slightly greater proportion of leavers than staff in post. Figure 22 shows the proportion of leavers aged 50+ (58.9%) was considerably higher than the proportion who were staff in post (42.4%).

Figure 20: 2022 Leavers by Gender

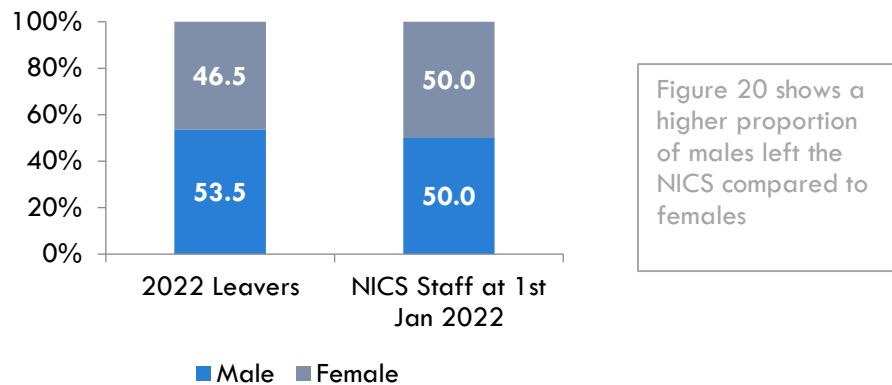


Figure 21: 2022 Leavers by Community Background (excluding Not Determined and Missing)

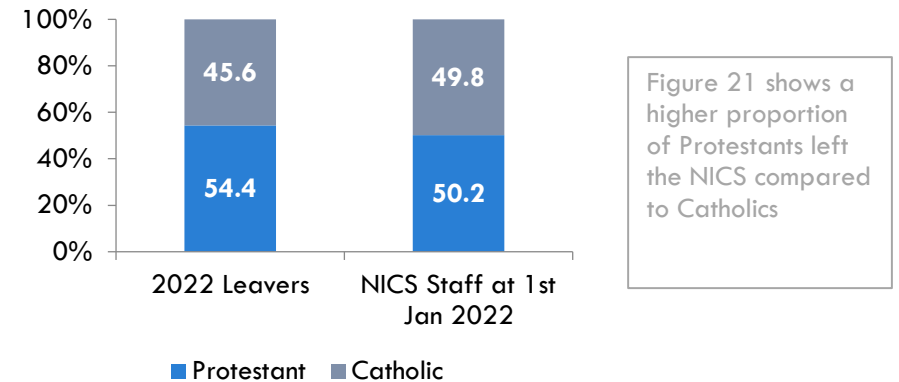


Figure 22: 2022 Leavers Age Group

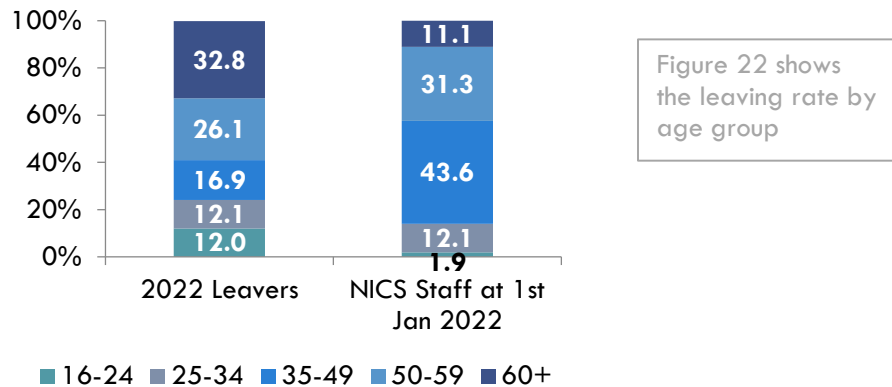
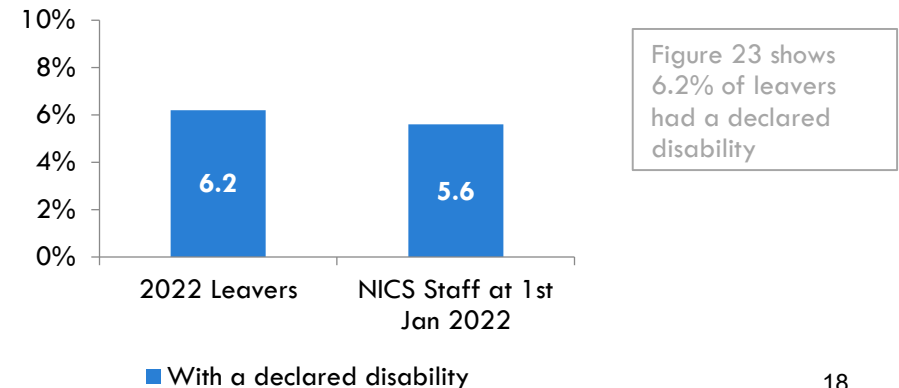


Figure 23: 2022 Leavers by Declared Disability



# 5

## Leavers

### Reasons for leaving

To explore differences between gender, community background and age in more detail, leaving rates<sup>1</sup> for the three most common reasons for leaving retirement (44.6% of all leavers), resignation (30.2% of all leavers) and ill health (12.4% of all leavers) were calculated.

As shown in figures 24, 25 and 26, Leaving rates were higher among those aged 50 and above and to a lesser extent among males and protestants.

Leaving rates by disability and ethnicity are not presented due to the small numbers involved.

Figure 24: 2022 Leaving Rates by Community Background

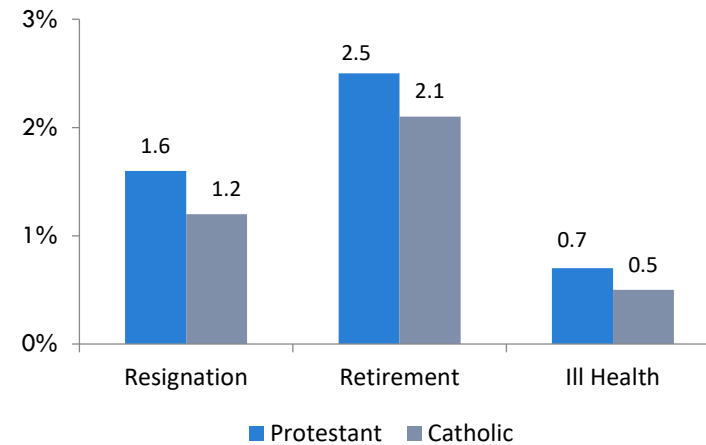


Figure 24 shows leaving rates by community background

Figure 25: 2022 Leaving Rates by Gender

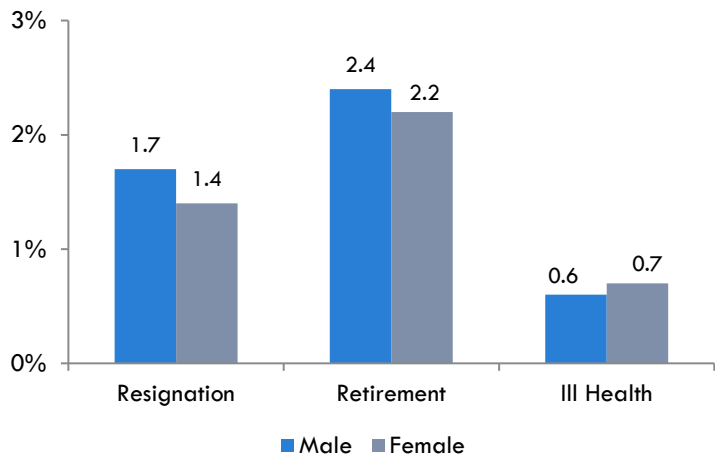


Figure 25 shows leaving rates by gender

Figure 26: 2022 Leaving Rates by Age Group<sup>2</sup>

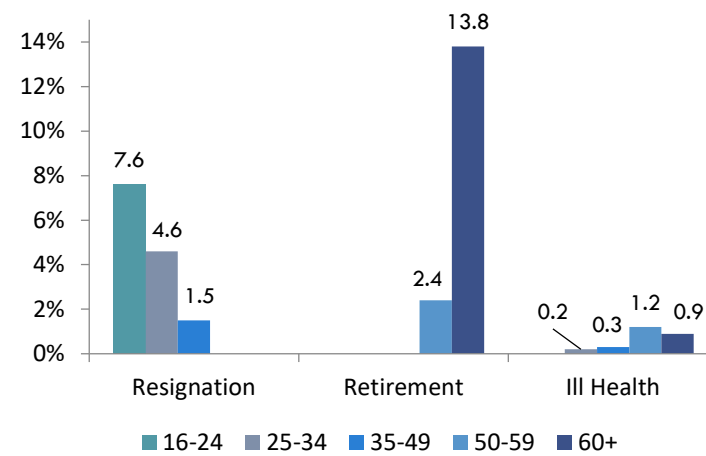


Figure 26 shows leaving rates by age group

<sup>1</sup>For example the resignation rate is the number (e.g. of males) who resigned in 2022 divided by the number of (e.g. male) staff in post at 1<sup>st</sup> January 2022. The retirement and ill health rates are calculated similarly.

<sup>2</sup>Figures for leavers aged 50-59 and 60+ who resigned from NICS cannot be provided due to disclosure issues.

# Appendix 1 - About this Report

## Context

The Northern Ireland Civil Service (NICS) holds data on certain Section 75 equality categories of staff. This data allows the measurement of the effectiveness of equality policies and to assess whether HR policies or practices adversely affect any particular group. It also enables the NICS to fulfil its statutory obligations under the Fair Employment and Treatment (NI) Order 1998 i.e. to carry out triennial Article 55 Reviews and to complete an annual Fair Employment Monitoring Return (FEMR) for the Equality Commission for Northern Ireland (ECNI), detailing the community background, full/part-time status, occupational group and gender profile of the workforce.

## About this Report

This report provides an overview of diversity and equality in the NICS. It includes an analysis of composition and how that composition has changed over time. Where appropriate, comparisons are made with the wider labour market and the Civil Service in Great Britain (GB). An analysis of the flows into, through and out of the NICS using recruitment, promotion and leaver information is also provided.

## Data Coverage

The primary data source for this report<sup>1</sup>, with the exception in part of the NI Prison Service (NIPS), was HRConnect, the Human Resource Service for the NICS. Data for NIPS staff not already on HRConnect was obtained from NIPS's own personnel data systems.

Information is based on data at 1st January each year with the exception of 2016 when the information was based on data at 1st April. This was to provide an overview of the NICS workforce following the departure of staff leaving under the voluntary exit scheme during 2015/2016.

Figures include all permanent and casual staff. Those on career breaks or secondments outside the NICS are excluded.

Figures are on a headcount basis and include both industrial and non-industrial staff.

The equality categories reported on are gender, community background, age group, ethnicity and disability<sup>2</sup>.

Note that the statistics in this report differ from those contained in the FEMR to the Equality Commission due to the inclusion of additional employee groupings (e.g. Employment Support Staff, Fee Paid Interviewers) in the FEMR.

<sup>1</sup>Figures in this report prior to 2009 are based on extracts taken from the Human Resource Management System (HRMS).

<sup>2</sup>Further information on the availability of information relating to marital status, sexual orientation, dependants status and political opinion is provided in the accuracy and reliability section of Appendix 6.

## Appendix 1 - About this Report

### Discontinuities

Since 2002 several parts of the NICS changed their status and ceased to be part of the civil service. NICS staff on secondment to the Police Service of Northern Ireland (PSNI) ceased to be civil servants and became PSNI employees while the NI Court Service and the Youth Justice Agency (YJA) became part of the NICS. The table below lists the years in which the main changes occurred, and the approximate number of people who ceased to be, or who became NICS staff as a result. These changes are highlighted in this report on charts relating to gender and community background to help explain composition changes, where appropriate.

Year of change	Staff ceasing to be, or becoming, included in NICS figures	Size of change (headcount) in NICS figures
2002-04	Industrial Development Board (creation of Invest NI)	-400
2006	Department of Agriculture and Rural Development Science Service became part of Agri-Food and Biosciences Institute	-700
2007	Water Service became NI Water	-1700
2008	Civilian staff seconded to PSNI became PSNI staff	-1200
2010	NI Court Service and YJA (devolution of policing and justice)	+1000
2012	Prison Grade staff (availability of sufficiently detailed data for inclusion in the Equality Report)	+1750

## Appendix 2 – Limitations of general comparisons between contextual figures and the composition of the NICS

### Introduction

The NICS consists of a wide variety of occupations. To be a civil servant in these occupations often requires particular academic or vocational qualifications and/or experience in the occupations, outside the civil service. For each occupation there will be an eligible pool of labour. Ideally, the composition of this eligible pool of labour, with respect to the various equality categories, would be known. In practice, this is not the case and the best that can be done is to use data from the most recent Census of Population as a proxy. This will necessarily be several years out of date (information from the 2021 Census is expected in Summer 2023), and does not contain information on specific qualifications, e.g. degree subject, or length of experience. The occupational classification does not always distinguish between NICS specialisms, e.g. economists and statisticians.

### Overall contextual figures

The overall contextual figures given in this report relate to the economically active population, and do not take account of the occupational profile of the NICS. **They therefore give only a broad general comparison and cannot be used to conclude that there is under- or over-representation of any equality group. Accordingly, more detailed analysis is required in order to make such an assessment.** For example, Census data from 2011 on people in employment show that women constituted 18% of science and technology professionals, but 65% of teaching and research professionals. Comparisons need to be at the level of specific occupations. For community background, such analysis is undertaken for “Article 55” reviews. The most recent review can be accessed at [Article 55 Reviews](#).

## Appendix 2 – Limitations of general comparisons between contextual figures and the composition of the NICS

### How aggregation can conceal inequalities

Imagine, for the sake of argument, an organisation with 500 staff, 100 of whom are science and technology professionals, and 400 of whom are teaching and research professionals. Suppose the gender composition of the organisation was as shown in the table.

Whilst the overall gender composition is 50% female, women are underrepresented among science and technology professionals where they constitute 10% of staff (compared with the Census figure of 18%) and are also under-represented among teaching and research professionals where they constitute 60% of staff (compared with the Census figure of 65%).

	Male	Female	Total
Science and Technology professionals	90	10	100
Teaching and Research professionals	160	240	400
Total	250	250	500

## Appendix 3 – Contextual figures for Grade 5 and above

### Economically active population aged 16-64 with at least 2 A levels

Source: 2011 Census of Population (information from the 2021 Census is expected in Summer 2023) for all information with the exception of disability and ethnicity which has been calculated using the Labour Force Survey<sup>1</sup>.

Equality Category	Description	Proportion <sup>3</sup>
Gender <sup>2</sup>	Male	50.6%
	Female	49.4%
Community background <sup>2</sup>	Catholic	42.3%
	Protestant	57.7%
Age group	16-24	20.2%
	25-34	33.6%
	35-49	34.0%
	50-59	10.8%
	60+	1.5%
Ethnicity	White	98.2%
	Minority Ethnic Groups	1.80%
Disability	With a disability	11.1%
	Without a disability	88.9%

<sup>1</sup>Source the economically active population taken from the October to December 2021 Labour Force Survey (LFS), with two or more A levels or 4 or more AS levels or equivalent. Estimates are subject to sampling error. The definition for disability used in the LFS reflects the Equality Act 2010 changes to the legal definition of disabled and uses the GSS Harmonised Standard definition. In summary, the GSS Harmonised Standard Definition covers people who report a current physical or mental health condition(s) or illnesses lasting or expected to last 12 months or more; and the condition(s) or illness(es) reduce their ability to carry out day-to-day activities.

<sup>2</sup>Adjusted for age profile of staff at Grade 5 and above.

<sup>3</sup>Percentages may not sum to 100.0% due to rounding.



## Appendix 4 – Composition of NICS overall

Table 1: Gender composition at each analogous grade level, 2023

Analogous grade level	Number of Males	Number of Females	Total	% of Males	% of Females
Grade 5+	154	115	269	57.2%	42.8%
Grade 6	123	162	285	43.2%	56.8%
Grade 7	704	699	1,403	50.2%	49.8%
DP	1,434	1,430	2,864	50.1%	49.9%
SO	1,748	1,687	3,435	50.9%	49.1%
EOI	1,692	1,455	3,147	53.8%	46.2%
EOII	1,932	2,493	4,425	43.7%	56.3%
AO	2,556	3,458	6,014	42.5%	57.5%
AA	243	263	506	48.0%	52.0%
Industrial	690	31	721	95.7%	4.3%
Prison Grades	850	405	1,255	67.7%	32.3%
Total	12,126	12,198	24,324	49.9%	50.1%

## Appendix 4 – Composition of NICS overall

Table 2: Community background composition at each analogous grade level, 2023

Analogous grade level	No. of Protestants	No. of Catholics	No. of Not Determined	Total	% of Protestants	% of Catholics	% Not Determined
Grade 5+	134	111	24	269	49.8%	41.3%	8.9%
Grade 6	107	170	8	285	37.5%	59.6%	2.8%
Grade 7	651	675	77	1,403	46.4%	48.1%	5.5%
DP	1,387	1,356	121	2,864	48.4%	47.3%	4.2%
SO	1,669	1,620	146	3,435	48.6%	47.2%	4.3%
EOI	1,427	1,550	170	3,147	45.3%	49.3%	5.4%
EOII	1,965	2,360	100	4,425	44.4%	53.3%	2.3%
AO	2,737	3,060	217	6,014	45.5%	50.9%	3.6%
AA	244	225	37	506	48.2%	44.5%	7.3%
Industrial	335	351	35	721	46.5%	48.7%	4.9%
Prison Grades	937	185	133	1,255	74.7%	14.7%	10.6%
Total	11,593	11,663	1,068	24,324	47.7%	47.9%	4.4%

## Appendix 4 – Composition of NICS overall

Table 3: Age composition at each analogous grade level, 2023

Analogous grade level	No. of staff aged 16-34 years	No. of staff aged 35-49 years	No. of staff aged 50-59 years	No. of staff aged 60+ years	Total	% of staff aged 16-34 years	% of staff aged 35-49 years	% of staff aged 50-59 years	% of staff aged 60+ years
Grade 5+	*	79	156	#	269	#	29.4%	58.0%	#
Grade 6	*	110	130	#	285	#	38.6%	45.6%	#
Grade 7	29	658	570	146	1403	2.1%	46.9%	40.6%	10.4%
DP	191	1,296	1,024	353	2864	6.7%	45.3%	35.8%	12.3%
SO	473	1,498	1,055	409	3435	13.8%	43.6%	30.7%	11.9%
EOI	481	1,232	980	454	3147	15.3%	39.1%	31.1%	14.4%
EOII	553	2,144	1,284	444	4425	12.5%	48.5%	29.0%	10.0%
AO	1,076	2,802	1,480	656	6014	17.9%	46.6%	24.6%	10.9%
AA	158	146	110	92	506	31.2%	28.9%	21.7%	18.2%
Industrial	73	183	305	160	721	10.1%	25.4%	42.3%	22.2%
Prison Grades	405	420	355	75	1,255	32.3%	33.5%	28.3%	6.0%
Total	3,443	10,568	7,449	2,864	24,324	14.2%	43.4%	30.6%	11.8%

\*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.

## Appendix 4 – Composition of NICS overall

Table 4: Disability status at each analogous grade level, 2023

Analogous grade level	No. of No declared Disability	No. of Disability declared	Total	% of No declared Disability	% of Disability declared
Grade 5+	261	8	269	97.0%	3.0%
Grade 6	275	10	285	96.5%	3.5%
Grade 7	1,352	51	1,403	96.4%	3.6%
DP	2,731	133	2,864	95.4%	4.6%
SO	3,244	191	3,435	94.4%	5.6%
EOI	2,980	167	3,147	94.7%	5.3%
EOII	4,126	299	4,425	93.2%	6.8%
AO	5,560	454	6,014	92.5%	7.5%
AA	454	52	506	89.7%	10.3%
Industrial	709	12	721	98.3%	1.7%
Prison Grades	1,247	8	1,255	99.4%	0.6%
Total	22,939	1,385	24,324	94.3%	5.7%

## Appendix 5 – Analogous grade level

Abbreviation	Analogous grade <sup>1</sup>
G5	Grade 5 (Assistant Secretary)
G6/7	Grade 6 (Senior Principal) and Grade 7 (Principal)
DP	Deputy Principal
SO	Staff Officer
EOI/EOII	Executive Officer I and Executive Officer II
AO	Administrative Officer
AA	Administrative Assistant

<sup>1</sup>AA represents the most junior grade level within the NICS, while G5 represents the most senior.

## Appendix 6 – Quality Assessment

This section provides information about the quality of the data used to produce this

Dimension	Assessment by the author
<p><b>Introduction:-</b></p>	<p>This report provides an overview of the equality profile of the Northern Ireland Civil Service (NICS) at 1<sup>st</sup> January 2023 and how it has changed over time. It includes an analysis of composition by gender, community background, age, disability status and ethnicity, and how that composition has changed over time. An analysis of the flows into, through and out of the NICS using recruitment, promotion and leaver information is also provided.</p>
	<p>The primary data source, with the exception in part of the NIPS, was HRConnect, the Human Resource Service for the NICS. Data for NIPS staff not on HRConnect was obtained from NIPS's own personnel data systems. Figures are based on actual staff in post at 1<sup>st</sup> January each year; analyses of leavers are based on the previous calendar year. Recruitment and promotion analyses are based on appointments to date from competitions with a closing date for applications in the previous calendar year.</p>
<p><b>Relevance:-</b> <i>The degree to which the statistical product meets user needs in both coverage and content.</i></p>	<p>Covers the composition of NICS staff at 1<sup>st</sup> January 2023 by gender, community background, age group, ethnicity and disability. Comparative information has been included from 2000 onwards. The report also includes analysis of leavers for 2022, and of success in recruitment and promotion competitions with a 2022 closing date.</p> <p>Disability and ethnicity data are missing for 47.5% and 9.3% of staff respectively. Information on sexual orientation is missing for 73.4% of staff, while information on dependants is missing for 71.7% of staff. The low coverage for these two categories means that it would not be appropriate to present figures with the same level of detail as other categories due to uncertainty about the representativeness of the staff for whom information is available. Information on sexual orientation is collected from the majority of applicants to recruitment competitions and so information is presented relating to this aspect in the recruitment section.</p>

## Appendix 6 – Quality Assessment

Dimension	Assessment by the author
<p><b>Accuracy and reliability:-</b> <i>The proximity between an estimate and the unknown true value.</i></p>	<p>Coverage of staff is 100%, but ethnicity and disability are affected by missing data.</p> <p>Ethnicity data are missing for 9.3% of staff. Of staff for whom ethnicity is available, 0.5% were from ethnic minorities. While the true proportion of minority ethnic staff could be as high as 9.8% (on the most extreme scenario where all missing data related to minority ethnic staff), there is no evidence that the ethnicity of staff whose information is missing differ from those whose is recorded, and so the actual proportion of staff from a minority ethnic background is unlikely to differ substantially from the reported figure of 0.5%.</p> <p>Disability data are missing for 47.5% of staff. Some 5.7% of all staff were recorded as disabled. Potentially, therefore, the true proportion of disabled staff could be as high as 53.2% (on the most extreme scenario where all missing data related to disabled staff). The reported proportion of 5.7% should therefore be considered as a minimum – some staff whose disability information is missing may have a disability, and some others who are recorded as not having a disability may have developed a disability since the information was provided. Both of these scenarios would mean a larger proportion of all staff having a disability.</p> <p>Sexual orientation data are missing for 73.4% of NICS staff. Of those staff for whom data are available 3.6% described their orientation as towards someone of the same sex, 2.3% towards both sexes and 94.2% towards someone of different sex. However since coverage is limited to a relatively small proportion of staff, staff with a recorded sexual orientation may not be representative of the whole NICS and so it would not be appropriate to use these figures as an estimate of the NICS profile.</p>

## Appendix 6 – Quality Assessment

Dimension	Assessment by the author
<p><b>Accuracy and reliability:-</b> <i>The proximity between an estimate and the unknown true value.</i></p>	<p>Data on dependants are missing for 71.7% of NICS staff. For those staff with data on dependants, 63.9% identify as having no dependants, with 36.1% stating they have dependants. However since coverage is limited to a relatively small proportion of staff, staff with recorded information on dependants may not be representative of the whole NICS and so it would not be appropriate to use these figures as an estimate of the NICS profile.</p> <p>Data on marital status are missing or unknown for 6.1% of NICS staff. For those staff for whom data are available, 34.1% are recorded as single and 57.1% as married.</p> <p>The NICS does not collect data on the political opinion of staff.</p>
<p><b>Timeliness and punctuality:-</b> <i>Timeliness refers to the time gap between publication and the reference period. Punctuality refers to the gap between planned and actual publication dates.</i></p>	<p>The report relates to 1<sup>st</sup> January 2023, and is published on 30<sup>th</sup> March 2023. The gap between the reference date and the publication date permits downloads of promotion data and recruitment data to be taken later in the year and enables a more complete picture of appointments from competitions to be analysed. The gap also includes the time it takes to resolve various data quality issues.</p>
<p><b>Accessibility and clarity:-</b> <i>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 metadata, illustrations and accompanying advice.</i></p>	<p>The report is available on the NISRA website and contains contact details for further information.</p> <p>Explanatory information including sources, discontinuities and missing data have been included.</p> <p>Data tables to accompany the charts in the report are available on the website in a non-proprietary open format.</p>



## Appendix 6 – Quality Assessment

Dimension	Assessment by the author
<p><b>Coherence and comparability:-</b> <i>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.</i></p>	<p>Counts of staff depend on the reference date, whether staff are permanent or casual, whether those on a career break are included, and whether secondees are included.</p> <p>There are two alternative sources of information on the equality composition of the NICS – the Quarterly Employment Survey Supplement (gender), and the annual Monitoring Report published by the Equality Commission for Northern Ireland (community background). The Quarterly Employment Survey differs from this report in that it relates to data captured at a different point in time. The annual Monitoring Report differs from our report in that it includes additional employee groupings.</p> <p>There have been various changes in the scope of the NICS over the past decade as a result of the transfer of functions (and the associated staff) to new bodies outside the NICS, or from outside bodies to the NICS.</p> <p>Previous editions of this report have compared the NICS position with the current year’s position in GB. GB information relating to 2023 was not available by the time of publication, 2022 figures have been provided for comparison.</p>

## Appendix 6 – Quality Assessment

Dimension	Assessment by the author
<p><b>Assessment of user needs and perceptions:-</b> <i>The process for finding out about users and uses, and their views on the statistical products.</i></p>	<p>When this publication was first being developed, we conducted a consultation with key stakeholders – NICS Corporate HR, the Equality Commission, Civil Service Commissioners, Departments, the trade union NIPSA, and the Statistics Advisory Committee. The consultation letter offered a meeting, and several of the bodies consulted took up this offer. Responses to the illustrative draft in the consultation were very favourable; specific suggestions were taken on board where feasible.</p> <p>Specific uses identified were the measurement of the effectiveness of NICS equality policies, identifying possible areas for further action and contextual data, for other employers, on applicant pools.</p> <p>The report currently contains contact details in case users wish to provide feedback, comments or queries on the publication. Where possible changes have been incorporated – for example the 50 years and over category has been split into 50-59 years and 60 years and over.</p> <p>Key stakeholders, notably NICS HR, also regularly communicate their requirements to NISRA. In addition a regular customer satisfaction survey is undertaken to review the publication by gathering feedback on the statistics produced, how well they meet user needs and whether there are any suggested improvements. The most recent survey conducted in relation to the 2022 report indicated that all respondents were very satisfied or satisfied with the publication overall.</p>

## Appendix 6 – Quality Assessment

Dimension	Assessment by the author
<p><b>Trade-offs between output and quality components:-</b></p>	<p>Coverage of staff is 100% although as previously highlighted information for the disability and ethnicity variables is not complete. The main computer system from which the data are extracted is also used to pay staff.</p>
<p><b>Performance, cost and respondent burden:-</b> <i>The effectiveness, efficiency and economy of the statistical output.</i></p>	<p>The annual operational cost (staff time) of producing the report is approximately £11,500.</p> <p>There is no respondent burden, since the data are held on an administrative system, and data on new recruits are collected as part of the job application process.</p>
<p><b>Confidentiality, transparency and security:-</b> <i>The procedures and policy used to ensure sound confidentiality, security and transparent practices.</i></p>	<p>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.</p> <p>Data are held on a network that is only accessible to the few statisticians who need access.</p>