

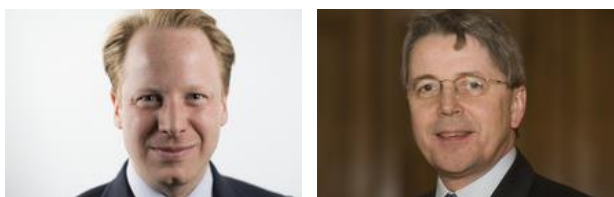


Civil Service  
Fast Stream &  
Early Talent

# Civil Service Fast Stream and Fast Track: Annual Report 2015



### Foreword



The UK is changing and so must the Civil Service change with it. In order to meet ever rising public expectations and take advantage of new technologies, it is vital that the Civil Service continues to bring in the best and brightest individuals who both reflect the society they serve and can collaborate and innovate to transform the relationship between the citizen and the state.

The Civil Service exists to serve the citizens of this country – and the best way to do so is better to understand the challenges that people face. A dynamic, modern and diverse workforce boosts the legitimacy of the Civil Service in the eyes of the public and also allows us to tap into the riches of the country and draw from the full and varied talents of the people of the United Kingdom.

That is why we are committed to ensuring that the Civil Service continues to attract the highest possible calibre of applicants in both of our flagship entry level programmes: the Fast Stream Graduate scheme and the Fast Track Apprenticeship scheme. We are especially determined to ensure that the schemes are more representative in terms of socio-economic background – a crucial part of our 2014 Talent Action Plan which sets out measures to remove the barriers preventing talented people succeeding.

The Fast Stream is designed to equip determined graduates with the skills and attributes they need to shape and lead a modern, dynamic Civil Service. Following

the launch of the new look Fast Stream graduate development programme in 2013, a range of specialist schemes have been added, such as Science and Engineering and Digital and Technology.

In 2015, we continued to develop the Fast Stream even further. It was an award-winning year as the programme continued to attract industry and student accolades, including *The Times* Graduate Employer of Choice for the public sector. The barrier-breaking Early and Summer Diversity Internship Programmes – which put talented graduates and undergraduates from less advantaged backgrounds into fascinating work placements in government departments – won the 2015 Best Diversity Initiative in Work Experience National Employability Award.

Fast Stream application and success rates for under-represented groups have continued to rise; individuals from Black, Asian and Minority Ethnic (BAME) backgrounds made up 20.6% of successful applicants this year. But other areas need improvement, which is why the Government commissioned the Bridge Group to look at socio-economic diversity in the Fast Stream. The final Bridge Group Report, published in February 2016, contained important findings about social mobility in the Fast Stream: just 4.4% of successful applicants to the Fast Stream are from lower socio-economic backgrounds, compared to 24% of University students. That makes the Fast Stream less diverse than Oxbridge in terms of socio-economic diversity.

As the Prime Minister made clear on the steps of Downing Street, it is burning injustices such as these that this Government is determined to tackle. It is only by measuring diversity in its current form that we can identify where the problems lie and take the necessary steps to address them. That is why the Civil

Service has committed to our Talent Action Plan that sets out what we will do to make sure that no person's background has a bearing on their prospects of joining the Civil Service. For the Fast Stream, this will include:

- identifying and increasing our visibility on campuses with under-represented students;
- introducing regional assessment centres outside London, starting with one in 2016 and more planned thereafter; and
- working more closely with partner organisations such as Rare Recruitment to reach underrepresented groups.

This year, the Cabinet Office also took on responsibility for the Fast Track Apprenticeship scheme and the Schools and College Outreach Programmes both of which will continue to expand over the coming year. Apprenticeships offer a fantastic alternative to university and give school leavers the opportunity to earn and learn at the same time. We have grown the scheme year on year and expect that the numbers entering via Fast Track Apprenticeships will soon match the Fast Stream entry as we look to grow the scheme even further. The success of Fast Track – included here in the annual report for the first time – marks another positive step towards broadening access and creating a diverse, modern civil service with the skills and capability needed to help lead and deliver vital public services.

We have had the opportunity to meet many Fast Streamers and Fast Track Apprentices – and we can tell you that they are intelligent, dedicated and determined to help shape a modern, dynamic Civil Service. Within weeks of joining they find themselves doing fascinating and stretching

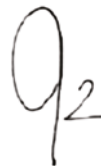
work: from working with Ministers on key policy decisions to supporting the implementation of multi-billion pound programmes, they are instantly making a difference by serving the public.

Only by identifying and nurturing the best, diverse talent can the Civil Service be better representative of the UK and responsive to the needs of its citizens. 2015 was a time of considerable change and improvement for the Fast Stream and Fast Track Apprenticeship schemes. We look forward with confidence to another exciting year ahead.



**Rt Hon Ben Gummer MP**  
**Minister for Cabinet Office**

**Sir Jeremy Heywood**



**Cabinet Secretary and Head of the Civil Service**

November 2016

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## INTRODUCTION

1. The Fast Stream is the Civil Service's graduate development programme. It recruits the brightest graduates and equips them with the knowledge, skills and experience they need to be the future leaders of the Civil Service. It is an investment in talent, intended to ensure that present and future governments are supported by an efficient and effective Civil Service with the right skills, behaviours and the versatility to respond to changing priorities.
2. Fast Streamers' personal development is achieved through a programme of carefully managed and contrasting postings, supplemented by formal learning and other support such as coaching, mentoring and action learning.
3. The Fast Stream and Early Talent team also manage the Summer Diversity Internship Programme (SDIP), Early Diversity Internship Programme (EDIP), Fast Track Apprenticeship scheme and School Outreach Programmes.

## THE 2015 FAST STREAM OPTIONS

4. The Fast Streams available in 2015 fell into two families which are listed below:

- The Analytical Fast Streams:
  - Economist
  - Operational Research
  - Social Research
  - Statistician

- The Corporate Fast Streams:
  - Commercial
  - Digital and Technology
  - European
  - Finance
  - Generalist (consists of the Corporate Fast Stream (essentially the Home Civil Service), the Houses of Parliament, the Diplomatic Service and Science and Engineering). The Generalist Fast Stream accounted for 85% of the 2015 intake, for this reason the report focuses on it separately as well as on the Fast Stream as a whole.
  - Government Communication
  - Human Resources
  - Internal Audit
- 5. For further information about the different Fast Stream programmes, visit [our website](#).

## THE FAST STREAM SELECTION PROCESS

6. The Civil Service recruits to the Fast Stream strictly on the basis of fair and open competition and selection on merit, in line with the Civil Service Commissioners' Recruitment Principles.
7. The Fast Stream and Early Talent team, in partnership with Parity plc managed the development and delivery of the 2015 competition. As always, our priority was to recruit the best talent available to us, while building on past achievements to make Fast Stream recruitment as fair, inclusive and efficient as possible.
8. The Civil Service maintains the highest standards of open and fair recruitment. The Fast Stream selection process is subject to a thorough annual check on compliance with the Civil Service Commissioners' principles of merit, fairness and openness. We do everything possible to ensure that our assessment methods are scientifically robust, able to identify relevant attributes and are objective and capable of withstanding close scrutiny.
9. We use the latest online selection technology, and seek constantly to develop it and maximise its effectiveness. We aim to complete the selection process in the shortest possible time, and to make job offers to the best candidates as quickly as possible. By ensuring that key stages are online, we achieve greater transparency and objectivity, while allowing candidates to drive themselves through each stage of the process using a personalised management support system. We are constrained in getting all job offers out as quickly as we would like by our strict application of merit, which means that we gradually finalise
- pass marks to ensure that we still have places remaining at the end of the recruitment year for high scoring candidates who we see late in the schedule. We have maintained this approach for 2016 but are exploring different ways of doing this for 2017 to respond to the need to get offers out quicker.
10. The selection process in 2015 consisted of the following stages:
  - Registration on Fast Stream website
  - Online self-assessment
  - Application and online tests
  - Online in-tray exercise (the "e-Tray")
  - Fast Stream Assessment Centre.
11. The Economist, Statistician, Social Research and Operational Research Fast Streams also test professional aptitude in a separate assessment centre. Individuals entering any Fast Stream option have to pass the generic Fast Stream Assessment Centre.
12. Some Fast Stream options apply a final selection procedure after the assessment centre before deciding who to recommend for appointment. However, all candidates who achieve the pass mark at the assessment centre have reached the required standard, and are guaranteed a place in the Corporate Fast Stream if they have expressed it as one of their preferences at the application stage.
13. Candidates are ranked in order of merit, based on a final mark awarded at the assessment centre. All candidates receive detailed feedback on their

performance at the assessment centre in the form of a development report.

14. The Bridge Report made important recommendations about how the Fast Stream recruitment process could be refined to ensure we attract candidates from lower socio-economic backgrounds. We have already begun the work to deliver these recommendations, to ensure that the Fast Stream is made up of the best and brightest graduates from all sectors of society.

## CASE STUDY – CALLUM STAFF



### OPERATIONAL RESEARCH ANALYST, FOOD STANDARDS AGENCY

“I joined the Civil Service straight from university in September 2014, having graduated with a Masters in Civil Engineering from University College London that summer. I’m coming to the end of my second posting on the Operational Research Fast Stream: both postings have been at the Food Standards Agency

The role of an operational researcher is a broad one. We support policy and delivery colleagues through modelling the options they can choose and decisions they can make in order for them to make the most informed decision possible. The methods we use range from massive mathematical models to helping to shape people’s

approaching through mapping systems. The breadth of work I’ve been able to be involved in is varied from helping to map out the impact scientific research has on policy areas to designing a model to predict rises in the foodborne disease Norovirus by using Tweets about feeling sick.

The Civil Service Operational Research Fast Stream fitted my two real passions in a job. I use the mathematical, scientific and engineering skills and knowledge from my Civil Engineering degree. I also work in a role where decisions have the potential to profoundly benefit people’s lives. I can’t think of another area of work where as someone straight out of university, I would have had both the exposure to opportunities and the responsibility as I have on the Fast Stream.

I am moving to the Department for Education soon, where I am looking forward to applying my developed knowledge from the Food Standards Agency in a far larger department. Once I feel ready to come off the Fast Stream and apply for managerial positions, I hope I will have developed both my skills as an analyst, but also possess strong communication, leadership and decision-making skills – I would love to become a leader in the Civil Service and I think an analyst who is a strong communicator is a valuable contributor to any team. However, wherever I end up I don’t want to lose the feeling I get at the moment when I very occasionally get a quiet moment to stop, and grin, and think ‘this is a huge project, and I helped shape that’.”

## CASE STUDY – SHERENE CAESAR-JOHNSON



STRATEGIC RESOURCING  
CONSULTANT, HM REVENUE AND  
CUSTOMS

“I joined the Corporate Generalist Fast Stream Programme three years ago. I am based in the North West, currently working for HMRC in Salford as a Strategic Resourcing Consultant. I am leading work to understand the impact HMRC’s £1.3 billion change programme is likely to have on the workforce over the next five years. My work is focused on impacting changes to the size, shape (grade-mix and diversity), skills, professions and location of the workforce. I identify when these changes will happen and if there are any additional cost implications. I am really enjoying this role as it is dynamic and challenging, whilst providing me with skills that will be invaluable in the future.

Prior to joining the Fast Stream, I worked for the Department for Education for almost three years. During this time I participated in the Civil Service Local (North West) Academy for Leaders of the Future and this provided me with the opportunity to push myself outside of my comfort zone and to work with colleagues from a range of departments. It was this experience that inspired me to think seriously about my development and motivated me to apply for the Fast Stream as an ‘In-Service’ candidate.

Over the past three years, I have had the opportunity to work in variety of roles, none of which I would have chosen for myself but all of which have given me the opportunity to stretch myself, learn new skills and meet new people. Each has come with its challenges but I have been given a good level of autonomy and been empowered to make effective decisions within supportive working environments. I have been able to offer a different perspective and in many cases this has helped to shape the direction of work.

The Fast Stream has accelerated my development and I feel like a more resilient, well-rounded Civil Servant as a result of it.”

## THE FAST STREAM INTERNSHIP PROGRAMMES

15. The Fast Stream offers two internship programmes that are exclusively for students from under-represented groups. These schemes are central to our commitment to make the Civil Service a more diverse place, offering people from diverse backgrounds insight into the career opportunities available in Government.
16. The Summer Diversity Internship Programme (SDIP) is a multi-award winning, paid internship scheme that puts talented undergraduates and graduates on a six to nine week work placement in a government department over the summer.
17. 310 students were offered a place on the SDIP programme in 2015. Many also undertook a follow-on coaching programme to support them with their applications to the Fast Stream. Approximately 70% of the 2015 SDIP cohort applied for Fast Stream.
18. The Early Diversity Internship Programme (EDIP) provides talented first year undergraduates from black and



minority ethnic and/or disadvantaged social backgrounds a one-week placement in a government environment. Successful applicants partake in network sessions, skills workshops and shadow Fast Streamers as they work.

19. The EDIP programme took place for the first time in 2015, with 82 students taking part and many taking an interest in applying for the SDIP and then the Fast Stream.

20. For further information about the internship programmes, visit [our website](#).

## THE INTERNSHIP SELECTION PROCESS

21. The SDIP and EDIP selection processes are fair, objective and efficient, consisting of the following stages:

- Online tests (verbal, numerical, a situational judgement questionnaire and competency-based multiple choice questionnaire)
- Online application form used to shortlist candidates
- Telephone interview against competency and motivational areas

## CASE STUDY – SHANNON TURNER



SUMMER DIVERSITY INTERN, HM REVENUE AND CUSTOMS

“I was drawn to the Summer Diversity Internship Programme because it offered far more responsibility and diversity of experience than I’d seen anywhere else. I was interested in the public sector but wasn’t sure what a career there would actually entail. I still had a year left at university and I wanted an internship that could help me decide what I wanted to do when I graduated.

During my internship at HM Revenue and Customs, I got to contribute to tax policy, project manage a new venture and deliver a presentation to the Senior Management Team. The SDIP was completely accommodating of my needs; for example by finding me a placement in Edinburgh so I didn’t have to move. It also allowed me to shape my internship in line with my interests, so I had a truly unique, tailored experience. The SDIP proved to me that the Civil Service had exactly the kind of work, people and values that I wanted in an employer. By the time I’d completed my nine weeks in a government department, I knew without any doubt that I wanted to join the Fast Stream.

The SDIP gave me the support, information and confidence I needed to apply to the Fast Stream. Most importantly, the SDIP gave me a true insight into what the Fast Stream

involved and a real passion for that job, which shone through at my Assessment Centre. I'm now about to join the Diplomatic Service Fast Stream in the Foreign & Commonwealth Office, which is a dream come true. The Fast Stream has been a fantastic employer so far and I can't wait to see where it takes me next."

## THE 2015 CIVIL SERVICE FAST TRACK APPRENTICESHIP SCHEME OPTIONS

22. The Fast Track is the Civil Service's apprenticeship programme. It recruits talented non-graduates and equips them with the skills and experience they need to build successful careers in the Civil Service. Although the majority of Fast Trackers join the programme straight from school, there is no upper age limit for applicants. The programme was designed to ensure that applicants without a degree still have the opportunity to develop their potential and become leaders in the Civil Service.
23. Over the course of their two-year programme, Fast Track apprentices study for a Level 4 Apprenticeship qualification on top of their day to day roles. Apprentices are supported by mentors, talent managers, welfare officers and a 'buddy' whom they are allocated from within their team.
24. The Fast Track schemes available in 2015 are listed below:
  - Business Administration
  - Commercial
  - Cyber Security
  - Digital and Technology

- Finance

## CIVIL SERVICE FAST TRACK APPRENTICESHIP SCHEME

25. Leadership and administration of the Civil Service Fast Track Apprenticeship Scheme moved to Fast Stream and Early Talent in October 2014. We continue to build on the pre-existing offer, providing applicants with a great alternative to university.
26. In 2015 we successfully increased the number of higher level apprentices from the 2014 intake of 200 and recruited over 580 apprentices in 2015 to a wide range of roles in over 20 government departments.
27. In addition to business administration, finance, and digital and technology apprenticeships offered in 2014, we launched an apprenticeship for cyber security and piloted the commercial trailblazer standard. This allowed us to respond to departments' needs whilst widening the opportunities for apprentices in the Civil Service.
28. We worked with Civil Service Learning to deliver three induction events for the new cohort of apprentices, supporting them to build a network and make their mark as they transition into the Civil Service.
29. For further information about the Fast Track programmes, visit [our website](#).

## THE FAST TRACK SELECTION PROCESS

30. The Fast Track selection process offers a fair, objective and highly relevant

process, consisting of the following stages in 2015:

- Online application form
- Online tests
- Fast Track Assessment centre

## CASE STUDY – MOHAMMED AHMED



POLICY ADVISER, DEPARTMENT FOR EDUCATION.

“Before joining the Civil Service as a Fast Track Apprentice, I studied A Levels at college and then began a university course, with the eventual aim of applying to the Fast Stream. I took an interruption from my studies as I felt the course wasn’t right for me. I then came across the Civil Service Fast Track Apprenticeship and made an application, in the hope that I could enter the Civil Service through an alternative route.

I started my apprenticeship working as a Case Manager at the Department for Education in Manchester. I quickly became responsible for managing ministerial and public correspondence and investigating complaints about schools. The challenging role provided me with an insight into the breadth of the Department’s work but also gave me a chance to engage with stakeholders whom our policies affect.

The social impact of any job is important to me. I really wanted to have a career in a diverse organisation whose work makes a difference to the lives of others. I was also attracted to the apprenticeship, as it was an opportunity to work and gain a qualification, as part of a structured development programme. Knowing that career progression would be based solely on merit and capability sealed the deal.

I was impressed at how diversity, inclusion and social mobility are all high on the agenda for senior leaders. I’m from an ethnic minority background and I was on free school meals at an underperforming comprehensive school so I’m acutely aware of the barriers disadvantaged young people can face in life. To ensure these words are matched with action, I recently signed up to a mentoring scheme which matches civil servants to pupils at a school with high levels of disadvantaged children. I want to use this opportunity to help spread the message to other talented young people that there could be a career ahead for them in the Civil Service.

Within three months of completing my apprenticeship, I was recently promoted to a Policy Adviser role along with four out of five apprentices in my team. I now wish to remain in the Civil Service so I can continue to develop my policy-making and leadership skills, perhaps in other departments.”

## CIVIL SERVICE SCHOOLS OUTREACH PROGRAMMES

31. The Schools and Colleges Outreach Programmes were established in September 2015. They work to broaden horizons and increase representation of individuals from lower socio-economic status backgrounds in the Civil Service. Key programme objectives support the Government’s Diversity and Inclusion Agenda and the Civil Service

Social Mobility plan as set out in the Talent Action Plan 2016. We aim to ensure that no one should be prevented from fulfilling their potential by the circumstances of their birth.

- 32.** The Bridge report recognised that outreach is “key to breaking down stereotypes, associations and pre-conceptions as to the type of individual who works in the Civil Service, and in particular the type of individual the Fast Stream programme is looking for”. It noted that currently this work was not translating into a truly representative Fast Stream. We are currently exploring the best way to enhance and strengthen our programmes to better deliver this ambition.
- 33.** There are three Schools and Colleges programmes:
- The Schools Mentoring Programme - The aim of the schools mentoring programme is to raise awareness of the Civil Service amongst pupils from a lower socio-economic background. Three mentors at different points in their career are assigned to each school and they mentor six students between them. The mentors aim to provide broad employability skills, raise aspirations and improve confidence for the selected mentees. The programme is in its pilot year and is presently working with 24 schools and 144 mentees, in Manchester, Leicester, Wolverhampton, Kent and North and South London.
  - The Work Experience Programme offers an opportunity for participants to consider the Civil Service as a future employer of choice. 16-18 year old students from disadvantaged backgrounds complete a one to three week placement that provides an insight into working in a government

department. In 2015, Fast Stream and Early Talent, in partnership with the Social Mobility Foundation, placed 100 students in placements in London and Glasgow (80 in London and 20 in Glasgow).

- The Discovery Events Programme provides interactive day long events for school students. The aim is to showcase the diverse Civil Service opportunities on offer to the students from lower socio-economic and under-represented groups. In 2015, the Fast Stream and Early Talent team delivered five separate events across the country to more than 400 of our youngest target group pupils.
- 34.** In response to the Bridge report we are enhancing these programmes to ensure that they deliver the representative workforce we are committed to:
- The Schools and Colleges programme will expand to 200 schools over the course of this Parliament which will lead to around 1,200 mentees by summer 2020. A public commitment to this was made by the Minister for the Cabinet Office in the Talent Action Plan 2016.
  - In 2016 the Work Experience programme will double the number of participants from last year and will offer 200 places to target students around the UK to further increase the numbers of placements outside London. The opportunities will have more flexibility and will be between one to three weeks during the summer. They will no longer be residential in order to achieve the broader reach of towns and cities.
  - The Discovery Events Programme will also expand by increasing the audience size to at least 500 in 2016.

## OUTREACH ACTIVITY

- 35.** Marketing activity forms an integral part of the Fast Stream and Fast Track recruitment process. In 2015, we doubled outreach events by expanding the range of locations where we held events. This approach allowed us to target a broader audience compared to previous outreach events; locations were selected on the basis of evidence and data on: diversity demographics, academic performance and historical data on success rates. Although universities historically remain our main source of recruitment for Fast Stream, we collaborated with Senior Civil Servants and continued to build partnerships to facilitate sessions with universities, business schools and professional bodies. These included Q&A panels, presentations, networking events, drop-in sessions and skills sessions.
- 36.** We also sustained our work with universities' online platforms and social media. The programme of engagement included more than 125 events and 31 universities from the 1st of September to the 30th of November - our recruitment window for the Fast Stream. We worked hard to also arrange events in a wider range of venues such as job fairs and graduate career events.
- 37.** The reach of our official Fast Stream Facebook page continues to be effective as it connects potential candidates with current Fast Streamers. We have existing Fast Streamers from all of the schemes on hand to answer questions in real time on each working day of the month. These Fast Streamers personally encourage, advise and support prospective applicants through the different phases and give insight into

the day-to-day work and development they are undertaking.

- 38.** Our use of social media has resulted in a higher number of clicks through to our Gov.uk recruitment page through both Twitter and Facebook. [Our Facebook page](#) had an increase of 235% more clicks through to Gov.uk, and our Twitter posts had an increase of 57% of clicks through to Gov.uk compared with 2014.
- 39.** Furthermore, this year marketing for the Fast Track involved a series of social media campaigns as well as outreach events held at local colleges and schools. Marketing through social media has proven popular, and for 2016 we have extended this to Snapchat to provide an insight into a day in the life of different Fast Track Apprentices. See our [Fast Track Facebook page](#).

## THE FAST STREAM IN 2015 – A SNAPSHOT

- 40.** On 31st March 2015, there were 2,298 Fast Streamers in total, accounting for 0.53% of the Civil Service.
- 41.** Of this total, 48.5% were female, 12.6% were from an ethnic minority and 10.9% were disabled.
- 42.** About 36% of Fast Streamers were occupying policy posts. Half were in the largest programme, the Generalist Fast Stream.
- 43.** The largest employers of Fast Streamers were, in the following order, the Foreign and Commonwealth Office, the Department for Work and Pensions, the Department for Business, Innovation and Skills, HM Revenue and Customs, the Home Office and the Ministry of Justice.

44. The percentage of Fast Streamers leaving the Fast Stream in the year ending 31 March 2015 was 6.7%. The figure for those leaving the Civil Service all together was 4.1%.

## THE CORPORATE FAST STREAM

45. The Corporate Fast Stream scheme develops core skills and exposes participants to a broad range of work across the Civil Service through postings across different functions, departments and regions, as well as secondments. The following Fast Streams are currently part of the centrally managed model: Generalist, European, Digital and Technology, Government Communications, Science and Engineering, Internal Audit, Finance and Commercial (and Statisticians and Project Delivery will be joining from the 2016 intake).
46. In 2015 we successfully organised more than 1,300 placements for fast streamers in challenging and satisfying roles in government departments and across the private, public and charitable sectors.
47. We also invested heavily in the second residential induction for the Corporate Fast Stream. We developed a four day experiential induction event, using technology and gamification to support practical learning on areas such as personal impact and communication skills. This was underpinned by a programme of pre-learning content about the Civil Service which was debated and discussed at the event with experts and senior leaders. New entrants were able to settle into their departments very quickly with a foundation of understanding in the Civil

Service. The induction programme won the AGR Best Induction award at the beginning of 2016.

48. We are continuing to offer four specialist options to Corporate Generalist Fast Streamers who would prefer to specialise in a particular field whilst completing the programme: the No.10/Economic and Domestic Affairs Secretariat, Security and Defence, International and Finance options. These popular options are available to Generalists after joining the Corporate Fast Stream and after successfully completing a highly competitive selection process.
49. In response to Fast Streamer feedback, we have taken action to improve how we communicate and as part of this we launched a digital platform for all centrally managed Fast Streamers in October 2015, following a successful initial pilot in spring 2015. At present over 750 Fast Streamers use the platform to communicate and collaborate both within the Fast Stream and with the wider digital community.
50. This year, in close collaboration with government functional heads, we launched four new schemes, to allow Fast Streamers to specialise in the Finance, Internal Audit, Commercial and Government Communication professions as well as launching a re-modelled version of the Science and Engineering scheme. The new schemes allow for a centrally managed model offering the leadership development whilst at the same time developing the technical skills required by the relevant profession for their future senior leaders.

## CASE STUDY – CAMILLA THOMPSELL



POLICY AND PROJECT MANAGER,  
DEPARTMENT FOR INTERNATIONAL  
DEVELOPMENT.

"I joined the Generalist Fast Stream having studied geography at Queen's University Belfast. Following university, I wasn't certain what to do next but I knew I wanted to make a difference and give back to society. Whilst I didn't know much at all about the Civil Service when I joined, the Fast Stream appealed to me because it offered the chance to develop many different skills and experience a range of opportunities across government departments.

Since joining the Fast Stream, I've worked on early years policy and launched a public consultation in Ofsted; led policy input into a £160 million tender exercise for the Fit For Work service at the Department for Work and Pensions; worked on international trade facilitation and negotiations at the Department for Environment, Food and Rural Affairs; and moved up to Newcastle on secondment to work as an Operational Services Manager for Northumbria NHS Trust.

I'm now in my first year long placement on the international in-scheme option on the generalist scheme. I am working in the Department for International Development's North Africa team. Here I'm managing the Arab Women's Enterprise Fund, a

programme to promote women's economic empowerment; working with colleagues across Government on Egypt's Conflict Security and Stability Fund; and helping to develop a new approach for the North Africa region as a whole.

The scheme is hugely developmental and I've been amazed at just how stretching my placements have been. The breadth of roles that I've got to experience - including in areas and subjects that I'd never imagined - have helped to shape my career plans and develop a wide range of skills.

My journey on the Fast Stream has been incredibly rewarding and challenging and has left an indelible impression on me. One of the best things about the Fast Stream is that you're given huge amounts of responsibility from the off-set and provided the opportunity to take decisions and shape projects and policies which really matter. You are given a real opportunity to make a difference. When I reflect on the projects I've been involved in, it has been amazing to see what a real impact our work has on people and how much people care about what we do. "

## CASE STUDY – JOHN STEWART



### COMMERCIAL ADVISOR, DEPARTMENT OF HEALTH

“Prior to joining the Civil Service Fast Stream I studied Management Sciences at Loughborough University, gaining my place on the scheme directly after graduation. Having studied a business degree, I felt it a natural step to apply for a commercial scheme, and having researched how highly regarded the Fast Stream was, it was a simple decision to apply. Coupling the prestige of the scheme, with the opportunity to increase my employability through the undertaking of professional qualifications – paid for by the Civil Service – it seemed a perfect fit for me. Although I studied a business degree, a vast number of people on the Commercial Stream I know didn’t, and they are at no disadvantage because of that.

I am currently five months into my first posting with the Department of Health, in the Corporate Advisory team. The key selling point for me about the type of work I have been doing, and what I will do in the future, is how extremely interesting it is. The variety and highly sensitive nature of the work means that every day is different and I find myself in very surreal situations – working on high priority projects and meeting very senior people. A key worry of most is that

they will not be invested in and valued for the skills that they possess; I can categorically say that the Fast Stream as a whole is very good at making sure that each individual is challenged and valued. You hit the ground running and your opinion is taken into account in all decisions.

The Commercial Fast Stream is a diverse environment; you may find yourself in a procurement role, or you may be in the wider commercial environment like myself, having meetings with numerous private sector partners. In the future I hope to gain promotion and continue to work in the wider commercial environment.”

## LOOKING AHEAD

### New Fast Stream programmes

- 51.** 2016 saw the launch of our new Project Delivery Fast Stream which will build Project Delivery capability within the Civil Service. The scheme will give participants experience in the wide variety of projects handled by the Civil Service. These range from infrastructure projects, such as delivering new roads, railways, schools and hospitals, to digital transformation programmes that will permanently change the way people connect with government.
- 52.** From the 2016 intake the Finance and Internal Audit Fast Stream schemes will be merged into one scheme, the Finance Fast Stream. The decision to merge the two schemes was taken in recognition of the fact that Government Finance and Internal Audit functions are intrinsically linked. Making this change will provide greater clarity to prospective candidates in order to attract higher candidate numbers and provide an opportunity for greater collaboration between the Government Finance and Internal Audit functions.



## Growing the centrally managed model

**53.** The Government Statisticians Fast Stream is transferring to the central management model in Fast Stream and Early Talent from September 2016. This will allow for a central model to ensure the learning and development offer is consistent across postings. We hope that this will attract more graduates who see themselves working in this profession in the future. The key benefit of this will be to allow Statistician Fast Streamers to have a cross-departmental experience applying their professional statistical knowledge in varied and fast paced roles.

**54.** We are continuously reviewing and measuring the success of the new Corporate Fast Stream scheme. Two years into this scheme we have found widespread satisfaction, with line managers of Corporate Fast Streamers reporting that they are impressed by the high calibre.

**55.** The end of scheme assessment for the Corporate Fast Stream scheme is also being developed in order to assess Fast Streamers as widely deployable future leaders ready to undertake their first Grade 7 postings. Fast Streamers who successfully complete the end of scheme assessment will formally graduate from the Fast Stream programme and a Fast Stream Graduation Ceremony will mark the end of their time on the programme

## Progressing the Bridge Report recommendations

**56.** Following a competitive tendering process the Cabinet Office invited the Bridge Group to carry out social mobility research on the Fast Stream scheme in 2015. This research was undertaken

over the autumn to understand the factors behind the socio-economic patterning in the Fast Stream and why applicants from lower socio-economic backgrounds are less likely to apply and, are less likely to succeed. The research provided insight for the wider civil service and evidence to build on and make recommendations to improve socio-economic diversity.

**57.** We have welcomed this constructive assessment of our performance on diversity and continue to be committed to making the Fast Stream more representative. The Fast Stream and Early Talent Team has developed an action plan in response to the report which we are now taking forward.

**58.** Key recommendations of the report include to:

- Introduce a new, enhanced approach to measuring and monitoring socio-economic diversity.
- Establish clearer accountability for socio-economic diversity in the Fast Stream.
- Mobilise the Fast Stream workforce to be involved in attraction activities, driven by support from senior leaders.
- Deliver more curriculum-based interactions with universities, and engage actively with widening participation teams.
- Introduce enhanced data insights for:
  - Targeting universities;
  - Evaluating the impact of outreach activity;

- Iterative use of live recruitment data to inform attraction strategies.
- Increase the availability and visibility of key messages that will support lower socio-economic applications.
- Establish a route to fast tracking lower socio-economic successful participants on summer diversity internship programme, through to the final stage Fast Stream assessment centre.
- Undertake further research to understand why there is a high drop-out rate at the registration stage among candidates from under-represented groups.
- Develop resources and outreach modules that can be delivered remotely by teachers, and Fast Streamers, in schools and colleges.
- Deliver a critical review of the way in which the Fast Stream defines and identifies 'talent', working towards more inclusive methods of identifying potential that have a clearer link to the strengths required to perform in the job.

59. For further information regarding the findings, please see the [Bridge Report](#).

### **Civil Service Fast Track Apprenticeship Expansion**

60. The Civil Service Fast Track Apprenticeship scheme will be expanding to recruit 750 apprentices in 2016, to help meet the Government commitment to increase the number of quality apprenticeships across England. When expanding, we will continue to build on the existing offering, providing

applicants with a great alternative to university. We will be using a new Fast Track page on GOV.UK to direct future applicants to a redesigned application portal.

61. The Fast Track scheme is also undergoing a strategic review to shape the programme from 2017 to 2020. This will seek to ensure that the scheme continues to offer a high quality apprenticeship, that we are meeting the needs of departments and professions and that we are aligned to the wider Civil Service apprenticeship and talent agendas.

## **FAST STREAM RECRUITMENT IN 2015 – HEADLINE FIGURES**

### **Applications**

62. The number of registrations (i.e. initial expressions of interest, prior to taking the online tests) on the Fast Stream website fell by 1.8% (from 38,908 to 38,175).

63. However, the number of applications (we define an applicant as someone who takes the online tests, which is the first sift stage) increased from 20,072 in 2014 to 21,135 in 2015.

64. Chart 1 shows the number of applications submitted to the Fast Stream each year since 1998. The fall in 2004 reflects the introduction of online self-assessment to discourage unrealistic applications.

### **Diversity**

65. The role of the Civil Service is to serve the government of the day and we must have the best people to provide the best possible service. A longstanding

core principle of the Civil Service is that recruitment must be based on merit, regardless of background. However, the Fast Stream needs to ensure that the best candidates from diverse backgrounds are attracted to join the scheme. The refreshed Talent Action Plan published on 24 March this year outlines how to widen access to talent schemes in the Civil Service for under-represented groups.

**66.** Talent Action Plan 2016 stated that the Government will accept the Bridge Group recommendations for the Fast Stream. The Fast Stream team has developed an action plan to take forward initiatives flowing from the recommendations in the Bridge Group Report. These actions are being taken forward as apart of the wider set of actions in the Talent Action Plan 2016 to increase social mobility in the civil service.

**67.** The 2015 approach for reporting diversity representation is the same as in 2014. Figures are calculated as a percentage of those that declared their status.

**68.** Tables showing the diversity of the Fast Stream intake every year since 1998 are in the main statistical analysis at the end of this report. The following are headline figures from the 2015 competition, including comparisons with 2014 using the new methodology.

### **(i) Gender**

**69.** In 2015 the proportion of applications from females remained roughly the same (48.1% in 2015 and 48.3% in 2014). Although this proportion was comparable, the number of applications from females increased from 9,600 to 10,055, a 4.7% increase.

**70.** The proportion of successful female applicants increased from 48.0% to 49.6%. The success rate for females was slightly higher than males at 4.7% compared to 4.4%. In 2014 the pattern was reversed in that the success rate of males was slightly higher than the success rate of females.

**71.** In line with previous data, the application and appointment proportions by gender vary across the different schemes. In the Statistics, Social Research, Government Communications, HR, and European schemes the majority of applications came from females. Whereas applicants from males were in the majority for the Generalist, Economist, Operational Research, Digital and Technology, Commercial, Finance, Internal Audit, and Northern Ireland schemes.

### **(ii) Ethnicity**

**72.** In 2015 the proportion of applicants from ethnic minority groups increased to 20.6% from 19.4%. Similarly, the proportion of successful applications from ethnic minority groups rose slightly to 14.6% from 14.2% in 2014. This is the highest ever proportion of successful applicants from ethnic minority groups – 137 candidates – compared to 127 in 2014.

**73.** However, the success rate of ethnic minority applicants fell slightly to 3.2% from 3.3%. This compares to a success rate of 4.9% for white applicants. The Internal Audit Fast Stream received the highest proportion of ethnic minority applicants at 49.1%. Percentages appointed varied across schemes as shown in Chart 3.

### **(iii) Disability**

- 74.** The proportion of applicants with a disability increased to 9.4% from 8.5%. The number of applicants with a disability rose from 1,661 to 1,949, an increase of 17.3%. The proportion of successful applicants with a disability fell very slightly to 9.6%, from 9.8% in 2014. See Chart 4. Adjustments were made for all candidates who requested them.
- 75.** The success rate of disabled applicants fell from 5.2% in 2014 to 4.6% in 2015. This compares to a success rate of 4.5% for non-disabled applicants, which remained static between 2014 and 2015.

### **(iv) Socio-economic background**

- 76.** Monitoring of the socio-economic background of applicants to the Fast Stream began in 2011. The occupational background of applicants' parents was used as the main basis of measurement – however other metrics were also collected.
- 77.** In 2015, the proportion of applicants from the routine and manual occupation background fell slightly to 7.9% from 8.1% in 2014. The proportion of successful applicants from the group was 4.4%, the same as 2014.
- 78.** In respect to other socio-economic measures, in 2015 40.2% of applications came from applicants whose parents were educated to below degree level. Of successful applications, 29.1% came from applicants whose parents were educated to below degree level.

- 79.** The success rate for applicants whose parents were educated to below degree level was 3.4% compared to 5.6% amongst those who had at least one parent with a degree.
- 80.** 65.7% of successful applicants were educated in state schools, compared to 65% in 2014. A total of 25.2% were educated in independent schools, compared to 22% in 2014. The remainder were either educated abroad or declined to provide the information.
- 81.** 13.3% of applicants and 8.6% of successful applicants had at some point been eligible for free school meals. This is a success rate of 3.0% compared to 4.9% of those that had never been eligible for free school meals.

### **(v) Sexual orientation**

- 82.** Monitoring of the sexual orientation of applications began in 2014. In 2015 the proportion of applications from lesbian/gay/bisexual (LGB) applicants increased to 6.9% from 6.0%. The proportion of successful LGB applicants fell slightly from 8.5% to 7.8%.
- 83.** The success rate for LGB applicants fell to 5.1% from 6.3% in 2014. This compares to 4.4% for heterosexual/straight applicants.

### **(vi) Academic background**

- 84.** Applications from Oxford and Cambridge Universities remained generally static at 9.1%, compared to 9.2% last year. The proportion of successful applicants from those Universities fell to 20.1% from 21.0%. This represents the lowest proportion of successful applicants from Oxford or

Cambridge universities since the Fast Stream started to collect data on this metric.

85. Amongst successful applicants the most common degree disciplines were humanities (23.4%), economics (20.5%) and social sciences (20.4%).

### **Summer Diversity Internship Programme**

86. The proportion of applications from ethnic minority groups fell to 76.8% from 94.1% in 2014. The proportion of successful applications from ethnic minority groups was 75.6%, a fall from 91%. Nevertheless, the number of ethnic minority interns appointed was the highest ever, at 233, up from 172 in 2014.

87. The proportion of applicants from a routine or manual occupational background fell to 19.9%, from 26.7% in 2014. The proportion of successful applicants from this group was 13.2%.

88. Overall, 18.4% of applicants were disabled. Of those that were successful, 22.9% were disabled. This represents a success rate of 29.4% for disabled applicants compared to 22.2% for non-disabled applicants.

### **Early Diversity Internship Programme**

89. For the first time the Annual Report is able to report data from the Early Diversity Internship Programme, which launched in 2015. The proportion of applications received from ethnic minority groups was 79.4%. The proportion of successful applicants from this group was slightly lower at 76.8%.
90. 22.7% of applicants came from a routine & manual occupations background. The

proportion of successful applications from this group was 23.5%.

91. Overall, 4.7% of applicants were disabled. Of those that were successful 6.1% were disabled. The success rate for disabled applicants was 100% compared to 75.5% for non-disabled applicants.

## CIVIL SERVICE FAST TRACK APPRENTICESHIP SCHEME RECRUITMENT IN 2015 – HEADLINE FIGURES

92. For the first time the Annual Report includes information on the Fast Track apprenticeship recruitment scheme.

### Applications

93. In 2015 5,793 applications were received for the Fast Track, an increase from 2,947 in 2014. In total 684 applicants were recommended for appointment, this represents an overall success rate of 11.8%. In 2014 204 appointments were made, a success rate of 6.9%

### (i) Gender

94. In 2015 39.7% of applicants for the Fast Track were females, a decrease from 46.8% in 2014.

95. Females accounted for 40.6% of those recommended for appointment, which is a decrease from 45.5% in 2014. The female success rate was 12.1%, compared to 11.7% for men.

### (ii) Ethnicity

96. 19.4% of applicants to the Fast Track came from ethnic minority groups. This is identical to the proportion of ethnic minority applicants in 2014. Ethnic minority groups accounted for 14.3% of successful applicants, and this was also an increase on last year. The success rate for ethnic minority applicants was 8.8%, compared to 12.6% for white applicants.

### (iii) Disability

97. In 2015, 3.6% of applicants to the Fast Track were disabled, a slight increase on 2.3% last year. The proportion of successful applicants with a disability was 2.8%, a slight decrease from 3.5% in 2014. The success rate for disabled applicants was 9.1%, compared to 12.0% for non-disabled applicants.

### (iv) Socio-economic background

98. In 2015, 21.7% of applicants came from Routine-Manual occupational backgrounds. The proportion of successful applicants from this group was 18.2%.

99. 95.1% of successful applicants were educated in state schools. This is a success rate of 12.1%, compared to an overall success rate of 11.8%.

100. 21.7% of applicants had at some point been eligible for free school meals. Of successful applicants, 17.2% had at some point been eligible for free school meals. The success rate was 9.3%, compared to 12.5% among those who were never eligible for free school meals.

### (v) LGBT<sup>1</sup>

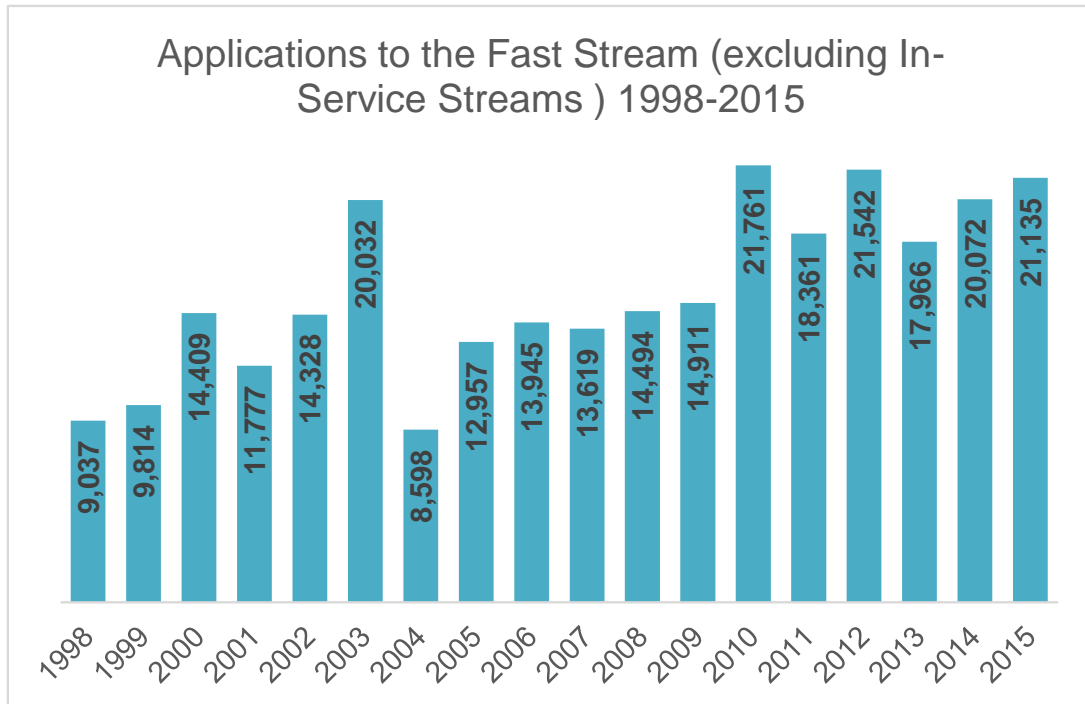
101. In 2015 4.2% of applicants were lesbian/gay/bisexual/transgender (LGBT). The proportion of successful applicants who were LGBT was 4.6%. The success rate for LGBT applicants was 12.9%, compared to 11.8% for heterosexual/straight applicants.

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<sup>1</sup> Due to difference in how data was collected it is not possible to produce figures for the Fast Track that are comparable to the Fast Stream for sexual orientation.

Instead, data is presented in terms of LGBT status. In 2016, comparable data will be reported.

## CHART 1 – APPLICATIONS TO THE FAST STREAM

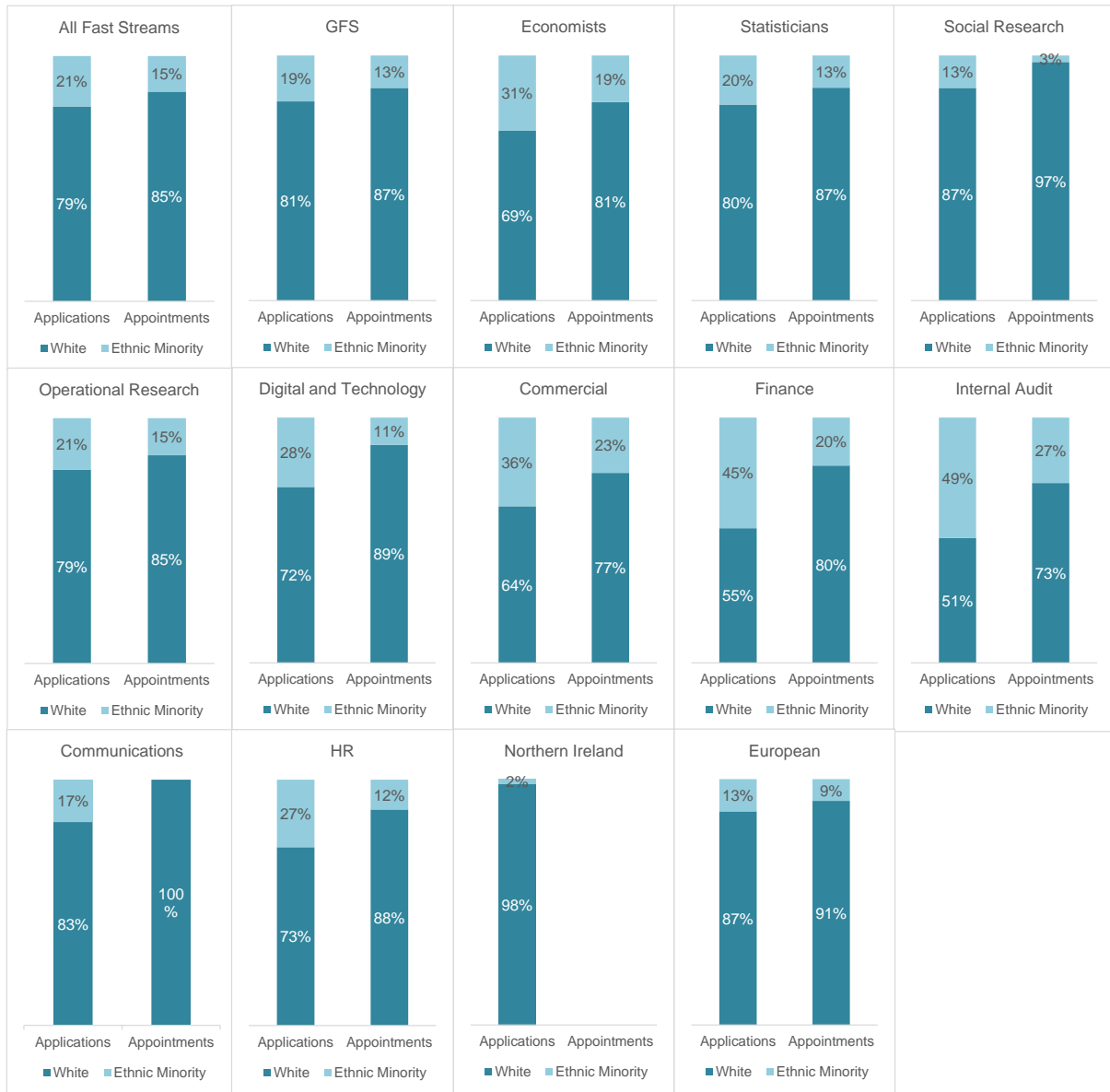


## CHART 2 – FAST STREAM APPLICATIONS BY GENDER

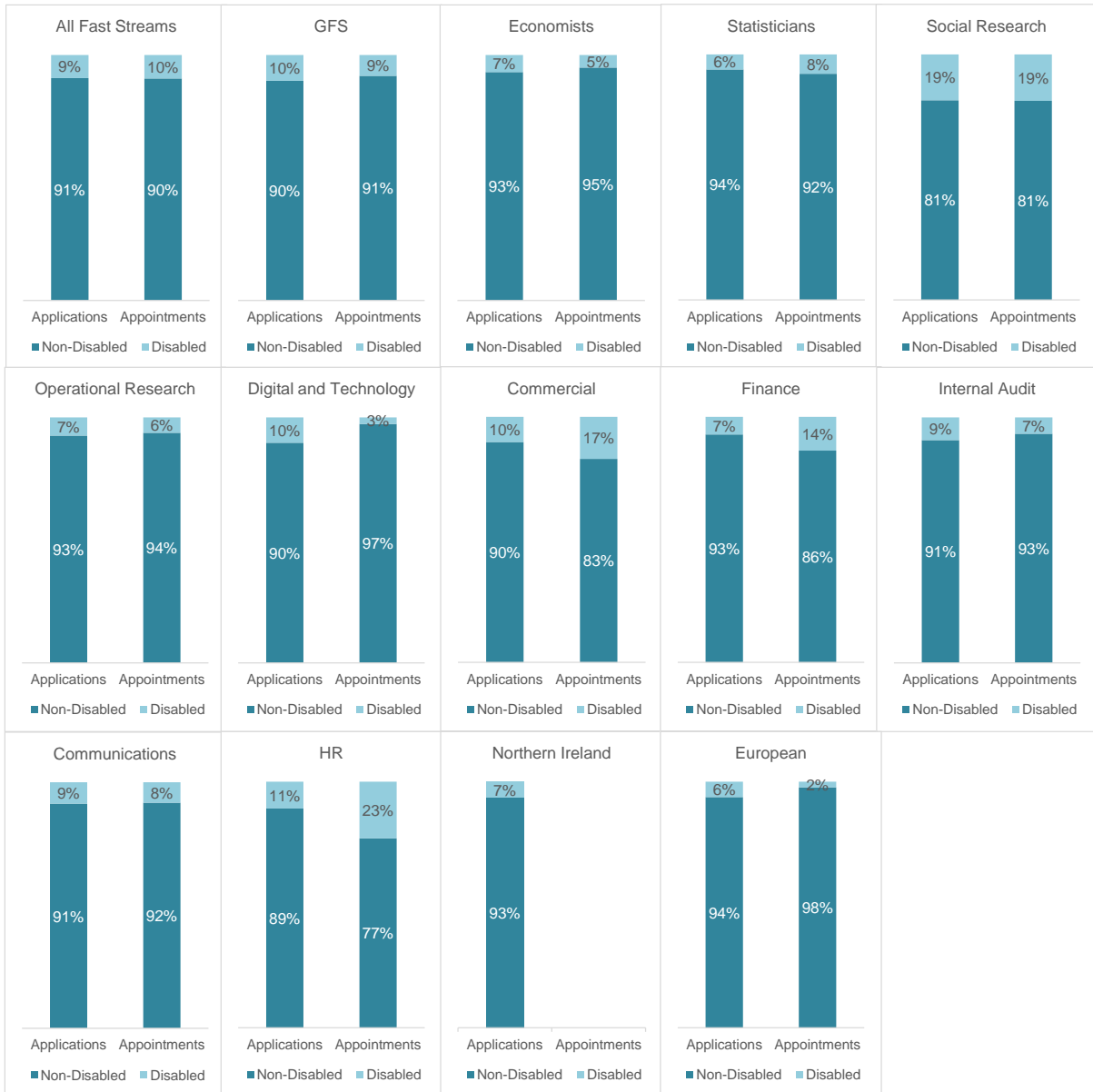




## CHART 3 – FAST STREAM APPLICATIONS BY ETHNICITY



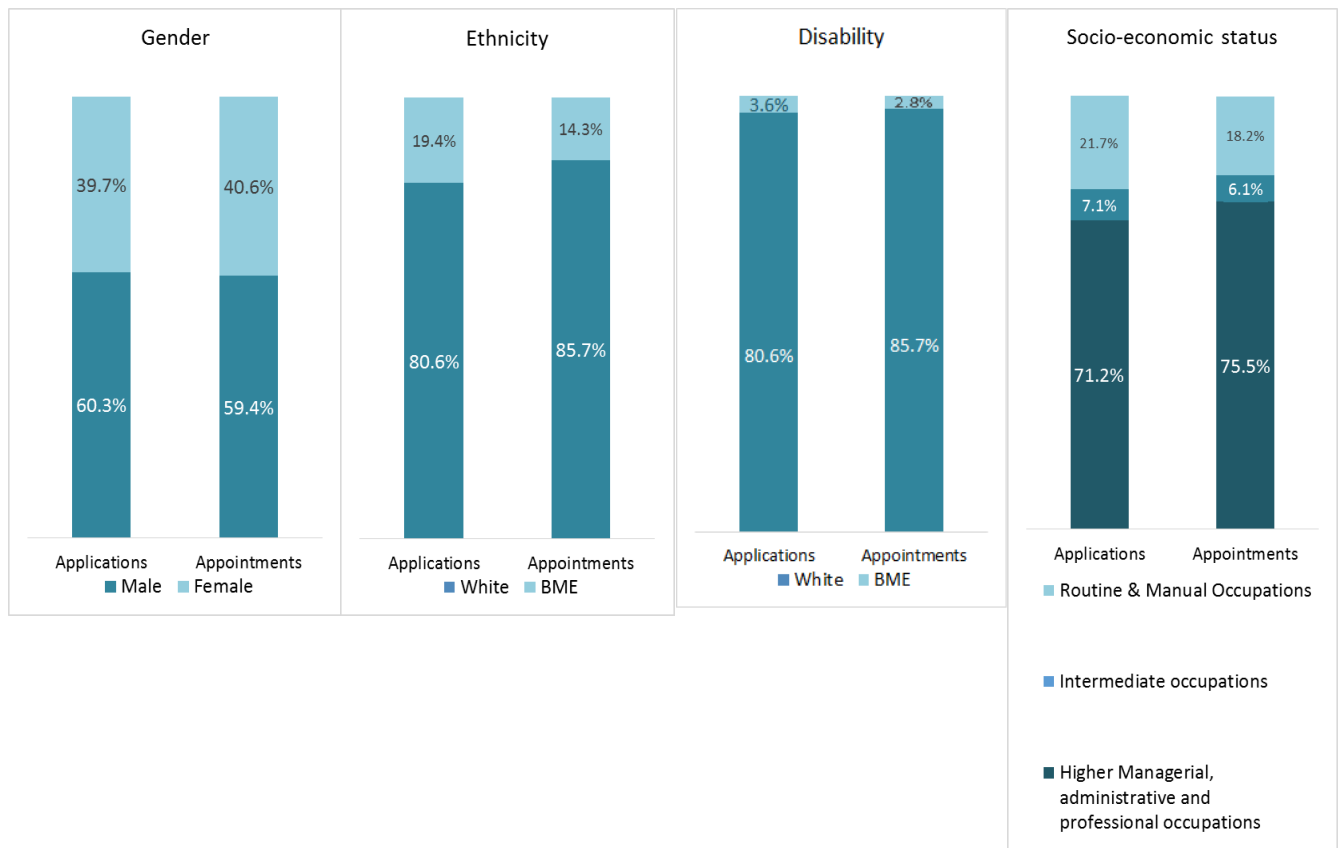
## CHART 4 – FAST STREAM APPLICATIONS BY DISABILITY



## CHART 5 – FAST STREAM APPLICATIONS BY SOCIO-ECONOMIC STATUS



## CHART 6 – APPLICATIONS TO THE FAST TRACK



## Fast Stream Recruitment in 2015: Detailed Analysis

### All Fast Stream Schemes (excluding In-Service Fast Stream Competition)

	Vacancies	Applications by first preference	Ratio of applications to vacancies	Recommended for appointment	Overall success rate (as % of applicants)	Declined appointment
<b>Grand Total</b>	<b>1077</b>	<b>21,135</b>	<b>19.6</b>	<b>967</b>	<b>4.6%</b>	<b>237</b>

### Graduate Fast Stream

	Vacancies	Applications by first preference	Ratio of applications to vacancies	Recommended for appointment	Overall success rate (as % of applicants)	Declined appointment
Central Departments	278	7,071	25.4	319	4.5%	104
Houses of Parliament	6	649	108.2	7	1.1%	0
Diplomatic Service	27	2,071	76.7	26	1.3%	5
Science / Engineering	16	180	11.3	13	7.2%	3
<b>Total</b>	<b>327</b>	<b>9,971</b>	<b>30.5</b>	<b>365</b>	<b>3.7%</b>	<b>112</b>

### Other Fast Stream Schemes

	Vacancies	Applications by first preference	Ratio of applications to vacancies	Recommended for appointment	Overall success rate (as % of applicants)	Declined appointment
Economists	229	1,087	4.7	180	16.6%	16
Statisticians	62	314	5.1	38	12.1%	7
Social Research	46	306	6.7	37	12.1%	6
Operational Research	63	453	7.2	34	7.5%	5
Digital and Technology*	76	1,091	14.4	38	3.5%	7
HR	80	1,906	23.8	68	3.6%	15
Commercial	75	675	9.0	71	10.5%	21
Finance	52	612	11.8	51	8.3%	22
Internal Audit	9	284	31.6	15	5.3%	13
Communications	23	790	34.3	24	3.0%	1
Northern Ireland	0	1,391	-	0	0.0%	0
European	35	2,255	64.4	46	2.0%	12
<b>Total</b>	<b>750</b>	<b>11,164</b>	<b>15</b>	<b>602</b>	<b>5.4%</b>	<b>125</b>

\* Digital and Technology changed its name from Technology in Business mid-way through 2014.

## Fast Stream Recruitment 2015 - In-Service Fast Stream Competition\*

Total				
	Candidates	Recommended for appointment	Overall success rate (as % of applicants)	Declined appointment
	787	29	3.7%	12

Gender							
	Male		Female		Non-Respondents		Total
	Number	% of known	Number	% of known	Number	% of total	
Candidates	510	66.1%	261	33.9%	16	2.0%	787
Recommended for Appointment	19	65.5%	10	34.5%	0	0.0%	29

Ethnic origin							
	White		Ethnic Minority		Non-Respondents		Total
	Number	% of known	Number	% of known	Number	% of total	
Candidates	548	71.6%	217	28.4%	22	2.8%	787
Recommended for Appointment	23	79.3%	6	20.7%	0	0.0%	29

Disability							
	Non-Disabled		Disabled		Non-Respondents		Total
	Number	% of known	Number	% of known	Number	% of total	
Candidates	644	85.5%	109	14.5%	34	4.3%	787
Recommended for Appointment	23	79.3%	6	20.7%	0	0.0%	29

\* In Service Fast Stream Competition includes those in the Generalist, Digital and Technology, Commercial and Finance Streams







## Trend

### University of First Degree

Competition	Vacancies	Applications				Total	Recommended for Appointment				Total
		Non-Oxbridge		Oxbridge			Non-Oxbridge		Oxbridge		
		Number	% of total	Number	% of total		Number	% of total	Number	% of total	
2015	1077	19,206	90.9%	1,929	9.1%	<b>21,135</b>	773	79.9%	194	20.1%	<b>967</b>
2014	820	18,230	90.8%	1,842	9.2%	<b>20,072</b>	723	79.0%	192	21.0%	<b>915</b>
2013	782	16,156	89.9%	1,810	10.1%	<b>17,966</b>	672	77.8%	192	22.2%	<b>864</b>
2012	649	19,473	90.4%	2,069	9.6%	<b>21,542</b>	480	73.4%	174	26.6%	<b>654</b>
2011	354	16,431	89.5%	1,930	10.5%	<b>18,361</b>	291	74.0%	102	26.0%	<b>393</b>
2010	477	19,783	90.9%	1,978	9.1%	<b>21,761</b>	361	77.6%	104	22.4%	<b>465</b>
2009	585	13,250	88.9%	1,661	11.1%	<b>14,911</b>	464	73.8%	165	26.2%	<b>629</b>
2008	552	12,714	87.7%	1,780	12.3%	<b>14,494</b>	404	70.9%	166	29.1%	<b>570</b>
2007	427	11,945	87.7%	1,674	12.3%	<b>13,619</b>	261	68.7%	119	31.3%	<b>380</b>
2006	469	12,216	87.6%	1,729	12.4%	<b>13,945</b>	328	68.9%	148	31.1%	<b>476</b>
2005	497	11,353	87.6%	1,604	12.4%	<b>12,957</b>	354	70.2%	150	29.8%	<b>504</b>
2004*	507	7,216	83.9%	1,382	16.1%	<b>*8,598</b>	300	64.2%	167	35.8%	<b>467</b>
2003	546	18,214	90.9%	1,818	9.1%	<b>20,032</b>	328	64.3%	182	35.7%	<b>510</b>
2002	509	13,122	91.6%	1,206	8.4%	<b>14,328</b>	298	72.5%	113	27.5%	<b>411</b>
2001	512	10,846	92.1%	931	7.9%	<b>11,777</b>	303	72.0%	118	28.0%	<b>421</b>
2000	560	13,289	92.2%	1,120	7.8%	<b>14,409</b>	289	67.8%	137	32.2%	<b>426</b>
1999	445	8,880	90.5%	934	9.5%	<b>9,814</b>	214	69.9%	92	30.1%	<b>306</b>
1998	367	8,142	90.1%	895	9.9%	<b>9,037</b>	154	65.5%	81	34.5%	<b>235</b>

\* The temporary fall in 2004 reflects the introduction of online self-assessment (if relevant), intended to discourage unrealistic applications. Since then, an application is deemed to have been submitted only if the applicant has completed the self-assessment and proceeds to take the online tests.

## Trend

### University of First Degree

Competition	Vacancies	Non-Oxbridge			Oxbridge			Total		
		Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate
2015	1077	19,206	773	4.0%	1,929	194	10.1%	<b>21,135</b>	<b>967</b>	<b>4.6%</b>
2014	820	18,230	723	4.0%	1,842	192	10.4%	<b>20,072</b>	<b>915</b>	<b>4.6%</b>
2013	782	16,156	672	4.2%	1,810	192	10.6%	<b>17,966</b>	<b>864</b>	<b>4.8%</b>
2012	649	19,473	480	2.5%	2,069	174	8.4%	<b>21,542</b>	<b>654</b>	<b>3.0%</b>
2011	354	16,431	291	1.8%	1,930	102	5.3%	<b>18,361</b>	<b>393</b>	<b>2.1%</b>
2010	477	19,783	361	1.8%	1,978	104	5.3%	<b>21,761</b>	<b>465</b>	<b>2.1%</b>
2009	585	13,250	464	3.5%	1,661	165	9.9%	<b>14,911</b>	<b>629</b>	<b>4.2%</b>
2008	552	12,714	404	3.2%	1,780	166	9.3%	<b>14,494</b>	<b>570</b>	<b>3.9%</b>
2007	427	11,945	261	2.2%	1,674	119	7.1%	<b>13,619</b>	<b>380</b>	<b>2.8%</b>
2006	469	12,216	328	2.7%	1,729	148	8.6%	<b>13,945</b>	<b>476</b>	<b>3.4%</b>
2005	497	11,353	354	3.1%	1,604	150	9.4%	<b>12,957</b>	<b>504</b>	<b>3.9%</b>
2004*	507	7,216	300	4.2%	1,382	167	12.1%	<b>8,598</b>	<b>467</b>	<b>5.4%</b>
2003	546	18,214	328	1.8%	1,818	182	10.0%	<b>20,032</b>	<b>510</b>	<b>2.5%</b>
2002	509	13,122	298	2.3%	1,206	113	9.4%	<b>14,328</b>	<b>411</b>	<b>2.9%</b>
2001	512	10,846	303	2.8%	931	118	12.7%	<b>11,777</b>	<b>421</b>	<b>3.6%</b>
2000	560	13,289	289	2.2%	1,120	137	12.2%	<b>14,409</b>	<b>426</b>	<b>3.0%</b>
1999	445	8,880	214	2.4%	934	92	9.9%	<b>9,814</b>	<b>306</b>	<b>3.1%</b>
1998	367	8,142	154	1.9%	895	81	9.1%	<b>9,037</b>	<b>235</b>	<b>2.6%</b>

\* The temporary fall in 2004 reflects the introduction of online self-assessment (if relevant), intended to discourage unrealistic applications. Since then, an application is deemed to have been submitted only if the applicant has completed the self-assessment and proceeds to take the online tests.

## Analysis by Degree Class

Please note that this data is based partly on degree class predicted at time of application. In future Reports, it will reflect class actually achieved. No candidate is admitted to the Fast Stream without having achieved the required 2:2 or above.

### All Fast Stream Schemes

	1			2:1			2:2			Other*			Total	
	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	5,310	25.1%	-	13,093	61.9%	-	2,411	11.4%	-	321	1.5%	-	21,135	-
Recommended for Appointment	395	40.8%	7.4%	534	55.2%	4.1%	26	2.7%	1.1%	12	1.2%	3.7%	967	4.6%

### INDIVIDUAL SCHEMES

#### Graduate Fast Stream

	1			2:1			2:2			Other*			Total	
	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	2,524	25.3%	-	6,184	62.0%	-	1,145	11.5%	-	118	1.2%	-	9,971	-
Recommended for Appointment	140	38.4%	5.5%	204	55.9%	3.3%	17	4.7%	1.5%	4	1.1%	3.4%	365	3.7%

#### Economists

	1			2:1			2:2			Other*			Total	
	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	438	40.3%	-	588	54.1%	-	35	3.2%	-	26	2.4%	-	1,087	-
Recommended for Appointment	92	51.1%	21.0%	86	47.8%	14.6%	1	0.6%	2.9%	1	0.6%	3.8%	180	16.6%

#### Statisticians

	1			2:1			2:2			Other*			Total	
	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	132	42.0%	-	165	52.5%	-	8	2.5%	-	9	2.9%	-	314	-
Recommended for Appointment	20	52.6%	15.2%	17	44.7%	10.3%	0	0.0%	0.0%	1	2.6%	11.1%	38	12.1%

#### Social Research

	1			2:1			2:2			Other*			Total	
	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	100	32.7%	-	196	64.1%	-	7	2.3%	-	3	1.0%	-	306	-
Recommended for Appointment	16	43.2%	16.0%	20	54.1%	10.2%	0	0.0%	0.0%	1	2.7%	33.3%	37	12.1%

#### Operational Research

	1			2:1			2:2			Other*			Total	
	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	196	43.3%	-	218	48.1%	-	28	6.2%	-	11	2.4%	-	453	-
Recommended for Appointment	30	88.2%	15.3%	4	11.8%	1.8%	0	0.0%	0.0%	0	0.0%	0.0%	34	7.5%

#### Digital and Technology

	1			2:1			2:2			Other*			Total	
	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	261	23.9%	-	727	66.6%	-	79	7.2%	-	24	2.2%	-	1,091	-
Recommended for Appointment	6	15.8%	2.3%	29	76.3%	4.0%	0	0.0%	0.0%	3	7.9%	12.5%	38	3.5%

#### Commercial

	1			2:1			2:2			Other*			Total	
	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	157	23.3%	-	488	72.3%	-	17	2.5%	-	13	1.9%	-	675	-
Recommended for Appointment	21	29.6%	13.4%	50	70.4%	10.2%	0	0.0%	0.0%	0	0.0%	0.0%	71	10.5%

#### Finance

	1			2:1			2:2			Other*			Total	
	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	183	29.9%	-	407	66.5%	-	15	2.5%	-	7	1.1%	-	612	-
Recommended for Appointment	15	29.4%	8.2%	36	70.6%	8.8%	0	0.0%	0.0%	0	0.0%	0.0%	51	8.3%

#### Internal Audit

	1			2:1			2:2			Other*			Total	
	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	75	26.4%	-	200	70.4%	-	3	1.1%	-	6	2.1%	-	284	-
Recommended for Appointment	6	40.0%	8.0%	9	60.0%	4.5%	0	0.0%	0.0%	0	0.0%	0.0%	15	5.3%

### Communications

	1			2:1			2:2			Other*			Total	
	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	167	21.1%	-	601	76.1%	-	13	1.6%	-	9	1.1%	-	790	-
<b>Recommended for Appointment</b>	6	25.0%	3.6%	18	75.0%	3.0%	0	0.0%	0.0%	0	0.0%	0.0%	24	3.0%

### HR

	1			2:1			2:2			Other*			Total	
	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	264	13.9%	-	1,152	60.4%	-	466	24.4%	-	24	1.3%	-	1,906	-
<b>Recommended for Appointment</b>	21	30.9%	8.0%	39	57.4%	3.4%	7	10.3%	1.5%	1	1.5%	4.2%	68	3.6%

### Northern Ireland

	1			2:1			2:2			Other*			Total	
	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	167	12.0%	-	780	56.1%	-	426	30.6%	-	18	1.3%	-	1,391	-
<b>Recommended for Appointment</b>	0	-	0.0%	0	-	0.0%	0	-	0.0%	0	-	0.0%	0	0.0%

### European

	1			2:1			2:2			Other*			Total	
	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	646	28.6%	-	1,387	61.5%	-	169	7.5%	-	53	2.4%	-	2,255	-
<b>Recommended for Appointment</b>	22	47.8%	3.4%	22	47.8%	1.6%	1	2.2%	0.6%	1	2.2%	1.9%	46	2.0%

\* Overseas equivalent to at least a 2:2, or a Master's degree in lieu

## Applications by Degree Type

Degree Type	GFS		Economists		Statisticians		Social Research		Operational Research		Digital and Technology		Commercial		Finance		Internal Audit		Communications		HR		Northern Ireland		European		Total		Overall Success Rate
	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	
Allied Medicine	43	1							1		8		2		3	1			1		6		21		4		89	2	2.2%
Architecture	20	1					1				3										4		8		2		38	1	2.6%
Biological Sciences	523	18	2		31	8	13	1	12	1	58	2	36	4	26	5	8	1	17	2	98	7	78		44	1	946	50	5.3%
Business	280	2	23	3	3		1		8		59		114	9	100	9	50	2	43		371	9	203		48		1,303	34	2.6%
Creative Arts	96	1	2				1		2		36		8		2		2		24		61		40		13		287	1	0.3%
Economics	341	17	938	163	44	6	27	2	27	1	40		66	3	76	3	30	1	12		41	1	31		64	1	1,737	198	11.4%
Education	22		1				1		1		1		3		2		2		3		23	2	19		1		79	2	2.5%
Engineering	184	8	2		2		1		29	2	53	2	18	3	10		7		4		21		42		6	2	379	17	4.5%
Financial	59	1	4		3				2		12		52	4	160	8	63	5	1		16	1	39		4		415	19	4.6%
Humanities	3,217	133	10		7		45	3	17		260	11	130	22	51	4	28	2	355	17	458	19	279		499	15	5,356	226	4.2%
Languages	1,024	45	3	2			5		3		60	5	24	2	7	3	6	1	47	2	66	5	48		832	9	2,125	74	3.5%
Librarian	47	2					1				6		1		1				14		10		3		4	1	87	3	3.4%
Mathematical Science	165	5	15	1	121	10	3	1	194	25	36	1	26	2	71	4	30	1	1		15		25		24	1	726	51	7.0%
Medicine & Dentistry	27	2			1				1		3		1						2		3		10		2		50	2	4.0%
Multi Discipline	573	24	31	5	13	3	12		9		53	2	28	1	23	1	10		41	1	76	3	66		174	1	1,109	41	3.7%
Not applicable as existing First Yearward	32	1	2		2		2		3		3		1		1				6		16		12		7		87	1	1.1%
Physical Sciences	622	16	5		27	3	1		108	5	98	6	30	2	34	8	14	1	8		41	1	75		55	1	1,118	43	3.8%
Social Science	2,634	87	47	6	60	8	192	30	31		235	9	128	17	42	4	29		207	2	561	20	362		463	14	4,991	197	3.9%
Technology	53		2						5		67		6	1	3	1	5	1	4		17		27		9		198	3	1.5%
Veterinary Sciences	9	1											1	1							2		3				15	2	13.3%
<b>Total</b>	<b>9,971</b>	<b>365</b>	<b>1,087</b>	<b>180</b>	<b>314</b>	<b>38</b>	<b>306</b>	<b>37</b>	<b>453</b>	<b>34</b>	<b>1,091</b>	<b>38</b>	<b>675</b>	<b>71</b>	<b>612</b>	<b>51</b>	<b>284</b>	<b>15</b>	<b>790</b>	<b>24</b>	<b>1,906</b>	<b>68</b>	<b>1,391</b>	<b>0</b>	<b>2,255</b>	<b>46</b>	<b>21,135</b>	<b>967</b>	<b>4.6%</b>

## Analysis by Gender

### All Fast Stream Schemes

	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	10,855	51.9%	-	10,055	48.1%	-	225	1.1%	-	21,135	-
Recommended for Appointment	480	50.4%	4.4%	472	49.6%	4.7%	15	1.6%	6.7%	967	4.6%

### INDIVIDUAL SCHEMES

#### Graduate Fast Stream

	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	5,327	54.1%	-	4,519	45.9%	-	125	1.3%	-	9,971	-
Recommended for Appointment	168	47.3%	3.2%	187	52.7%	4.1%	10	2.7%	8.0%	365	3.7%

#### Economists

	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	717	66.7%	-	358	33.3%	-	12	1.1%	-	1,087	-
Recommended for Appointment	116	65.2%	16.2%	62	34.8%	17.3%	2	1.1%	16.7%	180	16.6%

#### Statisticians

	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	155	49.8%	-	156	50.2%	-	3	1.0%	-	314	-
Recommended for Appointment	14	36.8%	9.0%	24	63.2%	15.4%	0	0.0%	0.0%	38	12.1%

#### Social Research

	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	145	47.5%	-	160	52.5%	-	1	0.3%	-	306	-
Recommended for Appointment	14	37.8%	9.7%	23	62.2%	14.4%	0	0.0%	0.0%	37	12.1%

#### Operational Research

	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	278	62.5%	-	167	37.5%	-	8	1.8%	-	453	-
Recommended for Appointment	18	56.3%	6.5%	14	43.8%	8.4%	2	5.9%	25.0%	34	7.5%

#### Digital and Technology

	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	746	69.5%	-	328	30.5%	-	17	1.6%	-	1,091	-
Recommended for Appointment	25	65.8%	3.4%	13	34.2%	4.0%	0	0.0%	0.0%	38	3.5%

#### Commercial

	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	420	62.8%	-	249	37.2%	-	6	0.9%	-	675	-
Recommended for Appointment	48	67.6%	11.4%	23	32.4%	9.2%	0	0.0%	0.0%	71	10.5%

#### Finance

	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	370	61.0%	-	237	39.0%	-	5	0.8%	-	612	-
Recommended for Appointment	24	47.1%	6.5%	27	52.9%	11.4%	0	0.0%	0.0%	51	8.3%

#### Internal Audit

	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	180	63.8%	-	102	36.2%	-	2	0.7%	-	284	-
Recommended for Appointment	9	60.0%	5.0%	6	40.0%	5.9%	0	0.0%	0.0%	15	5.3%

### Communications

	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	302	38.5%	-	482	61.5%	-	6	0.8%	-	790	-
<b>Recommended for Appointment</b>	8	33.3%	2.6%	16	66.7%	3.3%	0	0.0%	0.0%	24	3.0%

### HR

	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	618	32.5%	-	1,282	67.5%	-	6	0.3%	-	1,906	-
<b>Recommended for Appointment</b>	17	25.0%	2.8%	51	75.0%	4.0%	0	0.0%	0.0%	68	3.6%

### Northern Ireland

	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	673	48.5%	-	716	51.5%	-	2	0.1%	-	1,391	-
<b>Recommended for Appointment</b>	0	-	0.0%	0	-	0.0%	0	-	0.0%	0	0.0%

### European

	Male			Female			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	924	41.6%	-	1,299	58.4%	-	32	1.4%	-	2,255	-
<b>Recommended for Appointment</b>	19	42.2%	2.1%	26	57.8%	2.0%	1	2.2%	3.1%	46	2.0%

## Trend

### Gender

Competition	Vacancies	Applications						Total	Recommended for Appointment						Total
		Male		Female		Non-respondent			Male		Female		Non-respondent		
		Number	% of known*	Number	% of known*	Number	% of total		Number	% of known*	Number	% of known*	Number	% of total	
2015	1,077	10,855	51.9%	10,055	48.1%	225	1.1%	21,135	480	50.4%	472	49.6%	15	1.6%	967
2014	820	10,265	51.7%	9,600	48.3%	207	1.0%	20,072	468	52.0%	432	48.0%	15	1.6%	915
2013	782	9,579	53.8%	8,227	46.2%	160	0.9%	17,966	425	49.9%	427	50.1%	12	1.4%	864
2012	649	11,158	52.3%	10,177	47.7%	207	1.0%	21,542	314	48.5%	334	51.5%	6	0.9%	654
2011	354	9,612	52.7%	8,622	47.3%	127	0.7%	18,361	193	49.5%	197	50.5%	3	0.8%	393
2010	477	11,586	53.6%	10,020	46.4%	155	0.7%	21,761	245	53.3%	215	46.7%	5	1.1%	465
2009	585	8,333	56.2%	6,489	43.8%	89	0.6%	14,911	357	57.0%	269	43.0%	3	0.5%	629
2008	552	7,981	55.3%	6,444	44.7%	69	0.5%	14,494	292	51.5%	275	48.5%	3	0.5%	570
2007	427	7,343	54.1%	6,229	45.9%	47	0.3%	13,619	208	54.9%	171	45.1%	1	0.3%	380
2006	469	7,637	55.0%	6,246	45.0%	62	0.4%	13,945	233	49.3%	240	50.7%	3	0.6%	476
2005	497	7,376	57.2%	5,508	42.8%	73	0.6%	12,957	280	56.0%	220	44.0%	4	0.8%	504
2004**	507	5,255	61.1%	3,343	38.9%	..	..	*8,598	273	58.5%	194	41.5%	..	..	467
2003	546	10,676	53.3%	9,356	46.7%	..	..	20,032	256	50.2%	254	49.8%	..	..	510
2002	509	7,181	50.1%	7,147	49.9%	..	..	14,328	197	47.9%	214	52.1%	..	..	411
2001	512	6,175	52.4%	5,602	47.6%	..	..	11,777	204	48.5%	217	51.5%	..	..	421
2000	560	7,487	52.0%	6,922	48.0%	..	..	14,409	223	52.3%	203	47.7%	..	..	426
1999	445	5,220	53.2%	4,594	46.8%	..	..	9,814	153	50.0%	153	50.0%	..	..	306
1998	367	4,931	54.6%	4,106	45.4%	..	..	9,037	144	61.3%	91	38.7%	..	..	235

\* In previous reports, percentages were calculated as a percentage of the total. From 2014 onwards percentages are calculated of the candidates that have declared their gender. Historical data has been adjusted to reflect this change and enable like-for-like comparison.

\*\* The temporary fall in 2004 reflects the introduction of online self-assessment (if relevant), intended to discourage unrealistic applications. Since then, an application is deemed to have been submitted only if the applicant has completed the self-assessment and proceeds to take the online tests.



## Trend

### Gender

Competition	Vacancies	Male			Female			Non-respondents			Total		
		Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate
2015	1077	10,855	480	4.4%	10,055	472	4.7%	225	15	6.7%	21,135	967	4.6%
2014	820	10,265	468	4.6%	9,600	432	4.5%	207	15	7.2%	20,072	915	4.6%
2013	782	9,579	425	4.4%	8,227	427	5.2%	160	12	7.5%	17,966	864	4.8%
2012	649	11,158	314	2.8%	10,177	334	3.3%	207	6	2.9%	21,542	654	3.0%
2011	354	9,612	193	2.0%	8,622	197	2.3%	127	3	2.4%	18,361	393	2.1%
2010	477	11,586	245	2.1%	10,020	215	2.1%	155	5	3.2%	21,761	465	2.1%
2009	585	8,333	357	4.3%	6,489	269	4.1%	89	3	3.4%	14,911	629	4.2%
2008	552	7,981	292	3.7%	6,444	275	4.3%	69	3	4.3%	14,494	570	3.9%
2007	427	7,343	208	2.8%	6,229	171	2.7%	47	1	2.1%	13,619	380	2.8%
2006	469	7,637	233	3.1%	6,246	240	3.8%	62	3	4.8%	13,945	476	3.4%
2005	497	7,376	280	3.8%	5,508	220	4.0%	73	4	5.5%	12957	504	3.9%
2004*	507	5,255	273	5.2%	3,343	194	5.8%	..	..	..	8,598	467	5.4%
2003	546	10,676	256	2.4%	9,356	254	2.7%	..	..	..	20032	510	2.5%
2002	509	7,181	197	2.7%	7,147	214	3.0%	..	..	..	14,328	411	2.9%
2001	512	6,175	204	3.3%	5,602	217	3.9%	..	..	..	11777	421	3.6%
2000	560	7,487	223	3.0%	6,922	203	2.9%	..	..	..	14,409	426	3.0%
1999	445	5,220	153	2.9%	4,594	153	3.3%	..	..	..	9814	306	3.1%
1998	367	4,931	144	2.9%	4,106	91	2.2%	..	..	..	9,037	235	2.6%

\* The temporary fall in 2004 reflects the introduction of online self-assessment (if relevant), intended to discourage unrealistic applications. Since then, an application is deemed to have been submitted only if the applicant has completed the self-assessment and proceeds to take the online tests.

## Analysis by Ethnicity

### All Fast Stream Schemes

	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	16,374	79.4%	-	4,253	20.6%	-	508	2.4%	-	21,135	-
Recommended for Appointment	803	85.4%	4.9%	137	14.6%	3.2%	27	2.8%	5.3%	967	4.6%

### INDIVIDUAL SCHEMES

#### Graduate Fast Stream

	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	7,866	81.2%	-	1,819	18.8%	-	286	2.9%	-	9,971	-
Recommended for Appointment	300	86.7%	3.8%	46	13.3%	2.5%	19	5.2%	6.6%	365	3.7%

#### Economists

	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	733	69.2%	-	326	30.8%	-	28	2.6%	-	1,087	-
Recommended for Appointment	144	80.9%	19.6%	34	19.1%	10.4%	2	1.1%	7.1%	180	16.6%

#### Statisticians

	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	251	79.9%	-	63	20.1%	-	0	0.0%	-	314	-
Recommended for Appointment	33	86.8%	13.1%	5	13.2%	7.9%	0	0.0%	-	38	12.1%

#### Social Research

	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	262	86.8%	-	40	13.2%	-	4	1.3%	-	306	-
Recommended for Appointment	36	97.3%	13.7%	1	2.7%	2.5%	0	0.0%	0.0%	37	12.1%

#### Operational Research

	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	352	78.9%	-	94	21.1%	-	7	1.5%	-	453	-
Recommended for Appointment	28	84.8%	8.0%	5	15.2%	5.3%	1	2.9%	14.3%	34	7.5%

#### Digital and Technology

	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	756	71.7%	-	298	28.3%	-	37	3.4%	-	1,091	-
Recommended for Appointment	32	88.9%	4.2%	4	11.1%	1.3%	2	5.3%	5.4%	38	3.5%

#### Commercial

	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	428	63.8%	-	243	36.2%	-	4	0.6%	-	675	-
Recommended for Appointment	55	77.5%	12.9%	16	22.5%	6.6%	0	0.0%	0.0%	71	10.5%

#### Finance

	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	327	54.9%	-	269	45.1%	-	16	2.6%	-	612	-
Recommended for Appointment	41	80.4%	12.5%	10	19.6%	3.7%	0	0.0%	0.0%	51	8.3%

#### Internal Audit

	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	142	50.9%	-	137	49.1%	-	5	1.8%	-	284	-
Recommended for Appointment	11	73.3%	7.7%	4	26.7%	2.9%	0	0.0%	0.0%	15	5.3%

**Communications**

	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	638	82.7%	-	133	17.3%	-	19	2.4%	-	<b>790</b>	-
<b>Recommended for Appointment</b>	24	100.0%	3.8%	0	0.0%	0.0%	0	0.0%	0.0%	<b>24</b>	<b>3.0%</b>

**HR**

	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	1,366	72.6%	-	516	27.4%	-	24	1.3%	-	<b>1,906</b>	-
<b>Recommended for Appointment</b>	58	87.9%	4.2%	8	12.1%	1.6%	2	2.9%	8.3%	<b>68</b>	<b>3.6%</b>

**Northern Ireland**

	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	1,359	98.0%	-	28	2.0%	-	4	0.3%	-	<b>1,391</b>	-
<b>Recommended for Appointment</b>	0	-	0.0%	0	-	0.0%	0	-	0.0%	<b>0</b>	<b>0.0%</b>

**European**

	White			Ethnic Minority			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	1,894	86.8%	-	287	13.2%	-	74	3.3%	-	<b>2,255</b>	-
<b>Recommended for Appointment</b>	41	91.1%	2.2%	4	8.9%	1.4%	1	2.2%	1.4%	<b>46</b>	<b>2.0%</b>

## Trend

### Ethnic Origin

Competition	Vacancies	Applications						Total	Recommended for Appointment						Total
		White		Ethnic Minority		Non-respondent			White		Ethnic Minority		Non-respondent		
		Number	% of known*	Number	% of known*	Number	% of total		Number	% of known*	Number	% of known*	Number	% of total	
2015	1077	16,374	79.4%	4,253	20.6%	508	2.4%	21,135	803	85.4%	137	14.6%	27	2.8%	967
2014	820	15,794	80.6%	3,809	19.4%	469	2.3%	20,072	766	85.8%	127	14.2%	22	2.4%	915
2013	782	14,415	82.0%	3,159	18.0%	392	2.2%	17,966	724	86.4%	114	13.6%	26	3.0%	864
2012	649	17,485	83.1%	3,558	16.9%	499	2.3%	21,542	557	87.2%	82	12.8%	15	2.3%	654
2011	354	14,768	82.3%	3,182	17.7%	411	2.2%	18,361	335	86.8%	51	13.2%	7	1.8%	393
2010	477	16,650	78.2%	4,640	21.8%	471	2.2%	21,761	397	87.4%	57	12.6%	11	2.4%	465
2009	585	11,932	81.4%	2,724	18.6%	255	1.7%	14,911	550	89.1%	67	10.9%	12	1.9%	629
2008	552	12,092	84.9%	2,159	15.1%	243	1.7%	14,494	505	90.5%	53	9.5%	12	2.1%	570
2007	427	11,625	86.3%	1,838	13.7%	156	1.1%	13,619	339	90.4%	36	9.6%	5	1.3%	380
2006	469	11,849	86.1%	1,912	13.9%	184	1.3%	13,945	416	88.7%	53	11.3%	7	1.5%	476
2005	497	10,857	84.9%	1,937	15.1%	163	1.3%	12,957	461	92.8%	36	7.2%	7	1.4%	504
2004**	507	7,140	85.0%	1,259	15.0%	199	2.3%	*8,598	428	94.5%	25	5.5%	14	3.0%	467
2003	546	15,702	82.7%	3,275	17.3%	1055	5.3%	20,032	455	91.9%	40	8.1%	15	2.9%	510
2002	509	11,671	82.8%	2,432	17.2%	225	1.6%	14,328	363	90.1%	40	9.9%	8	2.0%	411
2001	512	9,683	83.3%	1,941	16.7%	153	1.3%	11,777	383	92.3%	32	7.7%	6	1.4%	421
2000	560	12,076	84.9%	2,154	15.1%	179	1.2%	14,409	392	93.1%	29	6.9%	5	1.2%	426
1999	445	8,412	86.7%	1,296	13.3%	106	1.1%	9,814	287	94.1%	18	5.9%	1	0.3%	306
1998	367	7,884	87.8%	1,098	12.2%	55	0.6%	9,037	226	96.6%	8	3.4%	1	0.4%	235

\* In previous reports, percentages were calculated as a percentage of the total. From 2014 onwards percentages are calculated of the candidates that have declared their ethnicity. Historical data has been adjusted to reflect this change and enable like-for-like comparison.

\*\* The temporary fall in 2004 reflects the introduction of online self-assessment (if relevant), intended to discourage unrealistic applications. Since then, an application is deemed to have been submitted only if the applicant has completed the self-assessment and proceeds to take the online tests.

## Trend

### Ethnic Origin

Competition	Vacancies	White			Ethnic Minority			Non-respondents			Total		
		Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate
2015	1077	16,374	803	4.9%	4,253	137	3.2%	508	27	5.3%	21,135	967	4.6%
2014	820	15,794	766	4.8%	3,809	127	3.3%	469	22	4.7%	20,072	915	4.6%
2013	782	14,415	724	5.0%	3,159	114	3.6%	392	26	6.6%	17,966	864	4.8%
2012	649	17,485	557	3.2%	3,558	82	2.3%	499	15	3.0%	21,542	654	3.0%
2011	354	14,768	335	2.3%	3,182	51	1.6%	411	7	1.7%	18,361	393	2.1%
2010	477	16,650	397	2.4%	4,640	57	1.2%	471	11	2.3%	21,761	465	2.1%
2009	585	11,932	550	4.6%	2,724	67	2.5%	255	12	4.7%	14,911	629	4.2%
2008	552	12,092	505	4.2%	2,159	53	2.5%	243	12	4.9%	14,494	570	3.9%
2007	427	11,625	339	2.9%	1,838	36	2.0%	156	5	3.2%	13,619	380	2.8%
2006	469	11,849	416	3.5%	1,912	53	2.8%	184	7	3.8%	13,945	476	3.4%
2005	497	10,857	461	4.2%	1,937	36	1.9%	163	7	4.3%	12957	504	3.9%
2004*	507	7,140	428	6.0%	1,259	25	2.0%	199	14	7.0%	8,598	467	5.4%
2003	546	15,702	455	2.9%	3,275	40	1.2%	1055	15	1.4%	20032	510	2.5%
2002	509	11,671	363	3.1%	2,432	40	1.6%	225	8	3.6%	14,328	411	2.9%
2001	512	9,683	383	4.0%	1,941	32	1.6%	153	6	3.9%	11777	421	3.6%
2000	560	12,076	392	3.2%	2,154	29	1.3%	179	5	2.8%	14,409	426	3.0%
1999	445	8,412	287	3.4%	1,296	18	1.4%	106	1	0.9%	9814	306	3.1%
1998	367	7,884	226	2.9%	1,098	8	0.7%	55	1	1.8%	9,037	235	2.6%

\* The temporary fall in 2004 reflects the introduction of online self-assessment (if relevant), intended to discourage unrealistic applications. Since then, an application is deemed to have been submitted only if the applicant has completed the self-assessment and proceeds to take the online tests.

## Detailed Breakdown of Ethnicity

### All Fast Stream Schemes (excluding In-Service Fast Stream Competition)

Ethnicity	Applications			Recommended for Appointment		
	Number	% of known	% of total	Number	% of known	% of total
White - British	14,249	69.08%		718	76.38%	
White - Irish	697	3.38%		21	2.23%	
White - Gypsy or Irish Traveller	6	0.03%		0	0.00%	
White - Any other White background	1,422	6.89%		64	6.81%	
Asian - Bangladeshi	224	1.09%		5	0.53%	
Asian - Indian	857	4.15%		44	4.68%	
Asian - Pakistani	465	2.25%		15	1.60%	
Asian - Any other Asian background	251	1.22%		3	0.32%	
Black - African	842	4.08%		10	1.06%	
Black - Caribbean	156	0.76%		3	0.32%	
Black - Any other Black background	49	0.24%		0	0.00%	
Chinese - Any Chinese background	261	1.27%		15	1.60%	
Mixed - Asian and White	427	2.07%		20	2.13%	
Mixed - Black African and White	90	0.44%		3	0.32%	
Mixed - Black Caribbean and White	144	0.70%		6	0.64%	
Mixed - Any other mixed ethnic background	257	1.25%		8	0.85%	
Other - Arab	88	0.43%		1	0.11%	
Any other ethnic background	142	0.69%		4	0.43%	
Prefer not to say	508		2.40%	27		2.79%
<b>Total</b>	<b>21,135</b>	<b>100%</b>		<b>967</b>	<b>100%</b>	

## Analysis by Disability

### All Fast Stream Schemes

	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	18,738	90.6%	-	1,949	9.4%	-	448	2.1%	-	21,135	-
Recommended for Appointment	852	90.4%	4.5%	90	9.6%	4.6%	25	2.6%	5.6%	967	4.6%

### INDIVIDUAL SCHEMES

#### Graduate Fast Stream

	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	8,717	89.5%	-	1,020	10.5%	-	234	2.3%	-	9,971	-
Recommended for Appointment	322	91.5%	3.7%	30	8.5%	2.9%	13	3.6%	5.6%	365	3.7%

#### Economists

	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	989	93.0%	-	74	7.0%	-	24	2.2%	-	1,087	-
Recommended for Appointment	167	94.9%	16.9%	9	5.1%	12.2%	4	2.2%	16.7%	180	16.6%

#### Statisticians

	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	292	93.9%	-	19	6.1%	-	3	1.0%	-	314	-
Recommended for Appointment	35	92.1%	12.0%	3	7.9%	15.8%	0	0.0%	0.0%	38	12.1%

#### Social Research

	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	244	81.3%	-	56	18.7%	-	6	2.0%	-	306	-
Recommended for Appointment	30	81.1%	12.3%	7	18.9%	12.5%	0	0.0%	0.0%	37	12.1%

#### Operational Research

	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	412	92.6%	-	33	7.4%	-	8	1.8%	-	453	-
Recommended for Appointment	30	93.8%	7.3%	2	6.3%	6.1%	2	5.9%	25.0%	34	7.5%

#### Digital and Technology

	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	949	89.7%	-	109	10.3%	-	33	3.0%	-	1,091	-
Recommended for Appointment	37	97.4%	3.9%	1	2.6%	0.9%	0	0.0%	0.0%	38	3.5%

#### Commercial

	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	595	89.7%	-	68	10.3%	-	12	1.8%	-	675	-
Recommended for Appointment	58	82.9%	9.7%	12	17.1%	17.6%	1	1.4%	8.3%	71	10.5%

#### Finance

	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	558	92.8%	-	43	7.2%	-	11	1.8%	-	612	-
Recommended for Appointment	44	86.3%	7.9%	7	13.7%	16.3%	0	0.0%	0.0%	51	8.3%

#### Internal Audit

	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	255	90.7%	-	26	9.3%	-	3	1.1%	-	284	-
Recommended for Appointment	14	93.3%	5.5%	1	6.7%	3.8%	0	0.0%	0.0%	15	5.3%

### Communications

	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	705	91.3%	-	67	8.7%	-	18	2.3%	-	<b>790</b>	-
<b>Recommended for Appointment</b>	22	91.7%	3.1%	2	8.3%	3.0%	0	0.0%	0.0%	<b>24</b>	<b>3.0%</b>

### HR

	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	1,667	89.0%	-	205	11.0%	-	34	1.8%	-	<b>1,906</b>	-
<b>Recommended for Appointment</b>	50	76.9%	3.0%	15	23.1%	7.3%	3	4.4%	8.8%	<b>68</b>	<b>3.6%</b>

### Northern Ireland

	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	1,285	93.4%	-	91	6.6%	-	15	1.1%	-	<b>1,391</b>	-
<b>Recommended for Appointment</b>	0	-	0.0%	0	-	0.0%	0	-	0.0%	<b>0</b>	<b>0.0%</b>

### European

	Non-Disabled			Disabled			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	2,070	93.8%	-	138	6.3%	-	47	2.1%	-	<b>2,255</b>	-
<b>Recommended for Appointment</b>	43	97.7%	2.1%	1	2.3%	0.7%	2	4.3%	4.3%	<b>46</b>	<b>2.0%</b>



## Trend

### Disability

Competition	Vacancies	Applications						Total	Recommended for Appointment						Total
		Non-Disabled		Disabled		Non-respondent			Non-Disabled		Disabled		Non-respondent		
		Number	% of known*	Number	% of known*	Number	% of total		Number	% of known*	Number	% of known*	Number	% of total	
2015	1077	18,738	90.6%	1,949	9.4%	448	2.1%	<b>21,135</b>	852	90.4%	90	9.6%	25	2.6%	<b>967</b>
2014	820	17,994	91.5%	1,661	8.5%	417	2.1%	<b>20,072</b>	803	90.2%	87	9.8%	25	2.7%	<b>915</b>
2013	782	16,345	92.5%	1,330	7.5%	291	1.6%	<b>17,966</b>	774	91.3%	74	8.7%	16	1.9%	<b>864</b>
2012	649	19,806	93.3%	1,414	6.7%	322	1.5%	<b>21,542</b>	556	86.3%	88	13.7%	10	1.5%	<b>654</b>
2011	354	17,252	94.9%	918	5.1%	191	1.0%	<b>18,361</b>	338	86.7%	52	13.3%	3	0.8%	<b>393</b>
2010	477	20,402	94.7%	1,136	5.3%	223	1.0%	<b>21,761</b>	398	86.3%	63	13.7%	4	0.9%	<b>465</b>
2009	585	14,091	95.3%	697	4.7%	123	0.8%	<b>14,911</b>	532	85.3%	92	14.7%	5	0.8%	<b>629</b>
2008	552	13,633	94.9%	738	5.1%	123	0.8%	<b>14,494</b>	490	87.2%	72	12.8%	8	1.4%	<b>570</b>
2007	427	13,132	96.4%	486	3.6%	1	0.0%	<b>13,619</b>	347	91.3%	33	8.7%	0	0.0%	<b>380</b>
2006	469	13,502	97.4%	356	2.6%	87	0.6%	<b>13,945</b>	438	92.6%	35	7.4%	3	0.6%	<b>476</b>
2005	497	12,546	97.5%	323	2.5%	88	0.7%	<b>12,957</b>	466	93.2%	34	6.8%	4	0.8%	<b>504</b>
2004**	507	8,324	96.8%	274	3.2%	..	..	<b>*8,598</b>	433	92.7%	34	7.3%	..	..	<b>467</b>
2003	546	19,550	97.6%	482	2.4%	..	..	<b>20,032</b>	492	96.5%	18	3.5%	..	..	<b>510</b>
2002	509	14,061	98.1%	267	1.9%	..	..	<b>14,328</b>	395	96.1%	16	3.9%	..	..	<b>411</b>
2001	512	11,510	97.7%	267	2.3%	..	..	<b>11,777</b>	409	97.1%	12	2.9%	..	..	<b>421</b>
2000	560	14,210	98.6%	199	1.4%	..	..	<b>14,409</b>	418	98.1%	8	1.9%	..	..	<b>426</b>
1999	445	9,627	98.1%	187	1.9%	..	..	<b>9,814</b>	299	97.7%	7	2.3%	..	..	<b>306</b>
1998	367	8,875	98.2%	162	1.8%	..	..	<b>9,037</b>	223	94.9%	12	5.1%	..	..	<b>235</b>

\* In previous reports, percentages were calculated as a percentage of the total. From 2014 onwards percentages are calculated of the candidates that have declared their disability status. Historical data has been adjusted to reflect this change and enable like-for-like comparison.

\*\* The temporary fall in 2004 reflects the introduction of online self-assessment (if relevant), intended to discourage unrealistic applications. Since then, an application is deemed to have been submitted only if the applicant has completed the self-assessment and proceeds to take the online tests.

## Trend

### Disability

Competition	Vacancies	Non-Disabled			Disabled			Non-respondents			Total		
		Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate
2015	1077	18,738	852	4.5%	1,949	90	4.6%	448	25	5.6%	21,135	967	4.6%
2014	820	17,994	803	4.5%	1,661	87	5.2%	417	25	6.0%	20,072	915	4.6%
2013	782	16,345	774	4.7%	1,330	74	5.6%	291	16	5.5%	17,966	864	4.8%
2012	649	19,806	556	2.8%	1,414	88	6.2%	322	10	3.1%	21,542	654	3.0%
2011	354	17,252	338	2.0%	918	52	5.7%	191	3	1.6%	18,361	393	2.1%
2010	477	20,402	398	2.0%	1,136	63	5.5%	223	4	1.8%	21,761	465	2.1%
2009	585	14,091	532	3.8%	697	92	13.2%	123	5	4.1%	14,911	629	4.2%
2008	552	13,633	490	3.6%	738	72	9.8%	123	8	6.5%	14,494	570	3.9%
2007	427	13,132	347	2.6%	486	33	6.8%	1	0	0.0%	13,619	380	2.8%
2006	469	13,502	438	3.2%	356	35	9.8%	87	3	3.4%	13,945	476	3.4%
2005	497	12,546	466	3.7%	323	34	10.5%	88	4	4.5%	12957	504	3.9%
2004*	507	8,324	433	5.2%	274	34	12.4%	..	..	..	8,598	467	5.4%
2003	546	19,550	492	2.5%	482	18	3.7%	..	..	..	20032	510	2.5%
2002	509	14,061	395	2.8%	267	16	6.0%	..	..	..	14,328	411	2.9%
2001	512	11,510	409	3.6%	267	12	4.5%	..	..	..	11777	421	3.6%
2000	560	14,210	418	2.9%	199	8	4.0%	..	..	..	14,409	426	3.0%
1999	445	9,627	299	3.1%	187	7	3.7%	..	..	..	9814	306	3.1%
1998	367	8,875	223	2.5%	162	12	7.4%	..	..	..	9,037	235	2.6%

\* The temporary fall in 2004 reflects the introduction of online self-assessment (if relevant), intended to discourage unrealistic applications. Since then, an application is deemed to have been submitted only if the applicant has completed the self-assessment and proceeds to take the online tests.

## Analysis by Socio-Economic Status (SES)

Socio-Economic status refers to the status recorded for the applicant's parents.

### All Fast Stream Schemes

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	14,684	77.5%	-	2,757	14.6%	-	1,497	7.9%	-	2,197	10.4%	-	21,135	-
<b>Recommended for Appointment</b>	773	84.9%	5.3%	98	10.8%	3.6%	40	4.4%	2.7%	56	5.8%	2.5%	967	4.6%

### INDIVIDUAL SCHEMES

#### Graduate Fast Stream

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	7,246	80.3%	-	1,183	13.1%	-	600	6.6%	-	942	9.4%	-	9,971	-
<b>Recommended for Appointment</b>	300	87.7%	4.1%	28	8.2%	2.4%	14	4.1%	2.3%	23	6.3%	2.4%	365	3.7%

#### Economists

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	747	77.2%	-	162	16.8%	-	58	6.0%	-	120	11.0%	-	1,087	-
<b>Recommended for Appointment</b>	143	83.1%	19.1%	23	13.4%	14.2%	6	3.5%	10.3%	8	4.4%	6.7%	180	16.6%

#### Statisticians

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	213	74.0%	-	54	18.8%	-	21	7.3%	-	26	8.3%	-	314	-
<b>Recommended for Appointment</b>	27	77.1%	12.7%	8	22.9%	14.8%	0	0.0%	0.0%	3	7.9%	11.5%	38	12.1%

#### Social Research

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	227	79.9%	-	35	12.3%	-	22	7.7%	-	22	7.2%	-	306	-
<b>Recommended for Appointment</b>	32	91.4%	14.1%	2	5.7%	5.7%	1	2.9%	4.5%	2	5.4%	9.1%	37	12.1%

#### Operational Research

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	310	77.1%	-	60	14.9%	-	32	8.0%	-	51	11.3%	-	453	-
<b>Recommended for Appointment</b>	27	84.4%	8.7%	3	9.4%	5.0%	2	6.3%	6.3%	2	5.9%	3.9%	34	7.5%

#### Digital and Technology

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	724	76.1%	-	142	14.9%	-	85	8.9%	-	140	12.8%	-	1,091	-
<b>Recommended for Appointment</b>	29	78.4%	4.0%	6	16.2%	4.2%	2	5.4%	2.4%	1	2.6%	0.7%	38	3.5%

#### Commercial

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	425	72.9%	-	97	16.6%	-	61	10.5%	-	92	13.6%	-	675	-
<b>Recommended for Appointment</b>	58	86.6%	13.6%	6	9.0%	6.2%	3	4.5%	4.9%	4	5.6%	4.3%	71	10.5%

#### Finance

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	356	69.0%	-	85	16.5%	-	75	14.5%	-	96	15.7%	-	612	-
<b>Recommended for Appointment</b>	38	77.6%	10.7%	6	12.2%	7.1%	5	10.2%	6.7%	2	3.9%	2.1%	51	8.3%

### Internal Audit

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	154	64.4%	-	47	19.7%	-	38	15.9%	-	45	15.8%	-	284	-
<b>Recommended for Appointment</b>	10	66.7%	6.5%	4	26.7%	8.5%	1	6.7%	2.6%	0	0.0%	0.0%	15	5.3%

### Communications

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	578	79.8%	-	101	14.0%	-	45	6.2%	-	66	8.4%	-	790	-
<b>Recommended for Appointment</b>	18	78.3%	3.1%	4	17.4%	4.0%	1	4.3%	2.2%	1	4.2%	1.5%	24	3.0%

### HR

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	1,204	71.4%	-	295	17.5%	-	188	11.1%	-	219	11.5%	-	1,906	-
<b>Recommended for Appointment</b>	50	82.0%	4.2%	7	11.5%	2.4%	4	6.6%	2.1%	7	10.3%	3.2%	68	3.6%

### Northern Ireland

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	750	62.3%	-	278	23.1%	-	175	14.5%	-	188	13.5%	-	1,391	-
<b>Recommended for Appointment</b>	0	-	0.0%	0	-	0.0%	0	-	0.0%	0	-	0.0%	0	0.0%

### European

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	1,750	84.7%	-	218	10.6%	-	97	4.7%	-	190	8.4%	-	2,255	-
<b>Recommended for Appointment</b>	41	95.3%	2.3%	1	2.3%	0.5%	1	2.3%	1.0%	3	6.5%	1.6%	46	2.0%

## Trend

### Socio-Economic Status

Competition Vacancies	Applications										Recommended for Appointment									
	Higher managerial, administrative and professional occupations		Intermediate occupations		Routine & Manual occupations		Non-respondents		Total	Higher managerial, administrative and professional occupations		Intermediate occupations		Routine & Manual occupations		Non-respondents		Total		
	Number	% of known*	Number	% of known*	Number	% of known*	Number	% of total		Number	% of known*	Number	% of known*	Number	% of known*	Number	% of total			
2015	1077	14,684	77.5%	2,757	14.6%	1,497	7.9%	2,197	10.4%	<b>21,135</b>	773	84.9%	98	10.8%	40	4.4%	56	5.8%	<b>967</b>	
2014	820	14,052	77.4%	2,646	14.6%	1,464	8.1%	1,910	9.5%	<b>20,072</b>	711	83.2%	106	12.4%	38	4.4%	60	6.6%	<b>915</b>	
2013	782	12,746	78.4%	2,284	14.0%	1,238	7.6%	1,698	9.5%	<b>17,966</b>	678	83.9%	100	12.4%	30	3.7%	56	6.5%	<b>864</b>	
2012	649	15,202	78.0%	2,754	14.1%	1,522	7.8%	2,064	9.6%	<b>21,542</b>	531	86.3%	59	9.6%	25	4.1%	39	6.0%	<b>654</b>	
2011	354	12,916	79.1%	2,294	14.1%	1,117	6.8%	2,034	11.1%	<b>18,361</b>	310	87.3%	35	9.9%	10	2.8%	38	9.7%	<b>393</b>	

\* In previous reports, percentages were calculated as a percentage of the total. From 2014 onwards percentages are calculated of the candidates that have declared their ethnicity. Historical data has been adjusted to reflect this change and enable like-for-like comparison.

## Trend

Socio-Economic Status																
Competition	Vacancies	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total		
		Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate
2015	1077	14,684	773	5.3%	2,757	98	3.6%	1,497	40	2.7%	2,197	56	2.5%	<b>21,135</b>	<b>967</b>	<b>4.6%</b>
2014	820	14,052	711	5.1%	2,646	106	4.0%	1,464	38	2.6%	1,910	60	3.1%	<b>20,072</b>	<b>915</b>	<b>4.6%</b>
2013	782	12,746	678	5.3%	2,284	100	4.4%	1,238	30	2.4%	1,698	56	3.3%	<b>17,966</b>	<b>864</b>	<b>4.8%</b>
2012	649	15,202	531	3.5%	2,754	59	2.1%	1,522	25	1.6%	2,064	39	1.9%	<b>21,542</b>	<b>654</b>	<b>3.0%</b>
2011	354	12,916	310	2.4%	2,294	35	1.5%	1,117	10	0.9%	2,034	38	1.9%	<b>18,361</b>	<b>393</b>	<b>2.1%</b>

### Applications by School Type

School Type	GFS		Economists		Statisticians		Social Research		Operational Research		Digital and Technology		Commercial		Finance		Internal Audit		Communications		HR		Northern Ireland		European		Total		Overall Success Rate
	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	Applicants	Successful Candidates	
Independent - Bursary	840	58	52	11	18	4	12	1	19	2	85	3	19	2	11	0	4	0	48	2	51	6	10	0	213	5	1,382	94	6.8%
Independent - Direct Grant	63	4	0	0	2	0	1	0	3	0	6	0	3	1	8	1	2	1	4	0	13	0	22	0	13	0	140	7	5.0%
Independent - No Bursary	1,365	59	90	19	18	0	33	4	36	5	86	6	75	11	49	9	23	1	109	2	154	12	54	0	300	8	2,392	136	5.7%
State - Non-Selective	5,099	147	562	95	188	21	170	19	265	17	584	17	379	37	377	26	174	10	439	13	1,215	32	349	0	863	17	10,664	451	4.2%
State - Selective	1,533	64	144	24	48	4	52	7	65	7	158	6	91	15	69	10	26	1	126	7	237	13	888	0	378	9	3,815	167	4.4%
Overseas	745	17	207	28	38	7	29	5	57	2	135	5	90	5	85	5	51	2	53	0	193	4	41	0	418	5	2,142	85	4.0%
Not Stated	326	16	32	3	2	2	9	1	8	1	37	1	18	0	13	0	4	0	11	0	43	1	27	0	70	2	600	27	4.5%
<b>Total</b>	<b>9,971</b>	<b>365</b>	<b>1,087</b>	<b>180</b>	<b>314</b>	<b>38</b>	<b>306</b>	<b>37</b>	<b>453</b>	<b>34</b>	<b>1,091</b>	<b>38</b>	<b>675</b>	<b>71</b>	<b>612</b>	<b>51</b>	<b>284</b>	<b>15</b>	<b>790</b>	<b>24</b>	<b>1,906</b>	<b>68</b>	<b>1,391</b>	<b>0</b>	<b>2,255</b>	<b>46</b>	<b>21,135</b>	<b>967</b>	<b>4.6%</b>

## Analysis by Sexual Orientation

### All Fast Stream Schemes

	Bisexual/Gay Man/Gay Woman/Lesbian			Heterosexual/Straight			Other			Prefer Not to Say			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	1,337	6.9%	-	18,068	92.8%	-	63	0.3%	-	1,667	7.9%	-	21,135	-
Recommended for Appointment	68	7.8%	5.1%	803	91.9%	4.4%	3	0.3%	4.8%	93	9.6%	5.6%	967	4.6%

### INDIVIDUAL SCHEMES

#### Graduate Fast Stream

	Bisexual/Gay Man/Gay Woman/Lesbian			Heterosexual/Straight			Other			Prefer Not to Say			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	682	7.5%	-	8,335	92.1%	-	33	0.4%	-	921	9.2%	-	9,971	-
Recommended for Appointment	21	6.5%	3.1%	300	92.9%	3.6%	2	0.6%	6.1%	42	11.5%	4.6%	365	3.7%

#### Economists

	Bisexual/Gay Man/Gay Woman/Lesbian			Heterosexual/Straight			Other			Prefer Not to Say			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	35	3.5%	-	978	96.5%	-	0	0.0%	-	74	6.8%	-	1,087	-
Recommended for Appointment	12	7.5%	34.3%	149	92.5%	15.2%	0	0.0%	-	19	10.6%	25.7%	180	16.6%

#### Statisticians

	Bisexual/Gay Man/Gay Woman/Lesbian			Heterosexual/Straight			Other			Prefer Not to Say			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	14	4.6%	-	287	95.0%	-	1	0.3%	-	12	3.8%	-	314	-
Recommended for Appointment	3	8.3%	21.4%	33	91.7%	11.5%	0	0.0%	0.0%	2	5.3%	16.7%	38	12.1%

#### Social Research

	Bisexual/Gay Man/Gay Woman/Lesbian			Heterosexual/Straight			Other			Prefer Not to Say			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	23	8.1%	-	259	91.2%	-	2	0.7%	-	22	7.2%	-	306	-
Recommended for Appointment	2	6.1%	8.7%	30	90.9%	11.6%	1	3.0%	50.0%	4	10.8%	18.2%	37	12.1%

#### Operational Research

	Bisexual/Gay Man/Gay Woman/Lesbian			Heterosexual/Straight			Other			Prefer Not to Say			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	23	5.5%	-	394	94.0%	-	2	0.5%	-	34	7.5%	-	453	-
Recommended for Appointment	2	6.5%	8.7%	29	93.5%	7.4%	0	0.0%	0.0%	3	8.8%	8.8%	34	7.5%

#### Digital and Technology

	Bisexual/Gay Man/Gay Woman/Lesbian			Heterosexual/Straight			Other			Prefer Not to Say			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	97	10.0%	-	873	89.8%	-	2	0.2%	-	119	10.9%	-	1,091	-
Recommended for Appointment	6	18.8%	6.2%	26	81.3%	3.0%	0	0.0%	0.0%	6	15.8%	5.0%	38	3.5%

#### Commercial

	Bisexual/Gay Man/Gay Woman/Lesbian			Heterosexual/Straight			Other			Prefer Not to Say			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	35	5.5%	-	601	94.5%	-	0	0.0%	-	39	5.8%	-	675	-
Recommended for Appointment	7	10.6%	20.0%	59	89.4%	9.8%	0	0.0%	-	5	7.0%	12.8%	71	10.5%

#### Finance

	Bisexual/Gay Man/Gay Woman/Lesbian			Heterosexual/Straight			Other			Prefer Not to Say			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	12	2.0%	-	578	98.0%	-	0	0.0%	-	22	3.6%	-	612	-
Recommended for Appointment	2	4.0%	16.7%	48	96.0%	8.3%	0	0.0%	-	1	2.0%	4.5%	51	8.3%

#### Internal Audit

	Bisexual/Gay Man/Gay Woman/Lesbian			Heterosexual/Straight			Other			Prefer Not to Say			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	10	3.6%	-	265	96.4%	-	0	0.0%	-	9	3.2%	-	284	-
Recommended for Appointment	2	14.3%	20.0%	12	85.7%	4.5%	0	0.0%	-	1	6.7%	11.1%	15	5.3%



**Communications**

	Bisexual/Gay Man/Gay Woman/Lesbian			Heterosexual/Straight			Other			Prefer Not to Say			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	47	6.4%	-	685	93.1%	-	4	0.5%	-	54	6.8%	-	790	-
<b>Recommended for Appointment</b>	3	13.0%	6.4%	20	87.0%	2.9%	0	0.0%	0.0%	1	4.2%	1.9%	24	3.0%

**HR**

	Bisexual/Gay Man/Gay Woman/Lesbian			Heterosexual/Straight			Other			Prefer Not to Say			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	107	5.8%	-	1,726	93.8%	-	7	0.4%	-	66	3.5%	-	1,906	-
<b>Recommended for Appointment</b>	7	10.9%	6.5%	57	89.1%	3.3%	0	0.0%	0.0%	4	5.9%	6.1%	68	3.6%

**Northern Ireland**

	Bisexual/Gay Man/Gay Woman/Lesbian			Heterosexual/Straight			Other			Prefer Not to Say			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	47	3.5%	-	1,297	96.4%	-	1	0.1%	-	46	3.3%	-	1,391	-
<b>Recommended for Appointment</b>	0	-	0.0%	0	-	0.0%	0	-	0.0%	0	-	0.0%	0	0.0%

**European**

	Bisexual/Gay Man/Gay Woman/Lesbian			Heterosexual/Straight			Other			Prefer Not to Say			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	205	10.2%	-	1,790	89.2%	-	11	0.5%	-	249	11.0%	-	2,255	-
<b>Recommended for Appointment</b>	1	2.4%	0.5%	40	97.6%	2.2%	0	0.0%	0.0%	5	10.9%	2.0%	46	2.0%

## Trend

### Sexual Orientation

Competition Vacancies		Applications								Total	Recommended for Appointment								Total
		Bisexual/Gay Man/Gay Woman/Lesbian		Heterosexual/Straight		Other		Prefer not to say			Bisexual/Gay Man/Gay Woman/Lesbian		Heterosexual/Straight		Other		Prefer not to say		
		Number	% of known*	Number	% of known*	Number	% of known*	Number	% of total		Number	% of known*	Number	% of known*	Number	% of known*	Number	% of total	
2015	1077	1,337	6.9%	18,068	92.8%	63	0.3%	1,667	7.9%	<b>21,135</b>	68	7.8%	803	91.9%	3	0.3%	93	9.6%	<b>967</b>
2014	820	1,116	6.0%	17,359	93.7%	45	0.2%	1,552	7.7%	<b>20,072</b>	70	8.5%	752	91.0%	4	0.5%	89	9.7%	<b>915</b>

\* In previous reports, percentages were calculated as a percentage of the total. From 2014 onwards percentages are calculated of the candidates that have declared their ethnicity. Historical data has been adjusted to reflect this change and enable like-for-like comparison.

## Trend

### Sexual Orientation

Competition	Vacancies	Bisexual/ Gay Man/ Gay Woman/ Lesbian			Heterosexual/Straight			Other			Prefer not to say			Total		
		Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate
2015	1077	1,337	68	5.1%	18,068	803	4.4%	63	3	4.8%	1,667	93	5.6%	<b>21,135</b>	<b>967</b>	<b>4.6%</b>
2014	820	1,116	70	6.3%	17,359	752	4.3%	45	4	8.9%	1,552	89	5.7%	<b>20,072</b>	<b>915</b>	<b>4.6%</b>

## Analysis by Parent Degree

### All Fast Stream Schemes

	One or both parents had degree level education or above			Neither parents had degree level education			One or both parents did not respond			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	11,632	59.8%	-	7,834	40.2%	-	1,669	7.9%	-	21,135	-
Recommended for Appointment	650	70.9%	5.6%	267	29.1%	3.4%	50	5.2%	3.0%	967	4.6%

### INDIVIDUAL SCHEMES

#### Graduate Fast Stream

	One or both parents had degree level education or above			Neither parents had degree level education			One or both parents did not respond			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	5,876	63.6%	-	3,367	36.4%	-	728	7.3%	-	9,971	-
Recommended for Appointment	254	74.7%	4.3%	86	25.3%	2.6%	25	6.8%	3.4%	365	3.7%

#### Economists

	One or both parents had degree level education or above			Neither parents had degree level education			One or both parents did not respond			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	638	63.9%	-	361	36.1%	-	88	8.1%	-	1,087	-
Recommended for Appointment	132	74.6%	20.7%	45	25.4%	12.5%	3	1.7%	3.4%	180	16.6%

#### Statisticians

	One or both parents had degree level education or above			Neither parents had degree level education			One or both parents did not respond			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	161	54.8%	-	133	45.2%	-	20	6.4%	-	314	-
Recommended for Appointment	20	57.1%	12.4%	15	42.9%	11.3%	3	7.9%	15.0%	38	12.1%

#### Social Research

	One or both parents had degree level education or above			Neither parents had degree level education			One or both parents did not respond			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	191	67.0%	-	94	33.0%	-	21	6.9%	-	306	-
Recommended for Appointment	29	85.3%	15.2%	5	14.7%	5.3%	3	8.1%	14.3%	37	12.1%

#### Operational Research

	One or both parents had degree level education or above			Neither parents had degree level education			One or both parents did not respond			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	263	63.5%	-	151	36.5%	-	39	8.6%	-	453	-
Recommended for Appointment	23	74.2%	8.7%	8	25.8%	5.3%	3	8.8%	7.7%	34	7.5%

#### Digital and Technology

	One or both parents had degree level education or above			Neither parents had degree level education			One or both parents did not respond			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	555	56.7%	-	424	43.3%	-	112	10.3%	-	1,091	-
Recommended for Appointment	22	62.9%	4.0%	13	37.1%	3.1%	3	7.9%	2.7%	38	3.5%

#### Commercial

	One or both parents had degree level education or above			Neither parents had degree level education			One or both parents did not respond			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	318	51.2%	-	303	48.8%	-	54	8.0%	-	675	-
Recommended for Appointment	44	64.7%	13.8%	24	35.3%	7.9%	3	4.2%	5.6%	71	10.5%

#### Finance

	One or both parents had degree level education or above			Neither parents had degree level education			One or both parents did not respond			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	265	47.1%	-	298	52.9%	-	49	8.0%	-	612	-
Recommended for Appointment	29	56.9%	10.9%	22	43.1%	7.4%	0	0.0%	0.0%	51	8.3%

#### Internal Audit

	One or both parents had degree level education or above			Neither parents had degree level education			One or both parents did not respond			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	112	43.1%	-	148	56.9%	-	24	8.5%	-	284	-
Recommended for Appointment	9	60.0%	8.0%	6	40.0%	4.1%	0	0.0%	0.0%	15	5.3%

**Communications**

	One or both parents had degree level education or above			Neither parents had degree level education			One or both parents did not respond			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	441	60.4%	-	289	39.6%	-	60	7.6%	-	<b>790</b>	-
<b>Recommended for Appointment</b>	13	56.5%	2.9%	10	43.5%	3.5%	1	4.2%	1.7%	<b>24</b>	<b>3.0%</b>

**HR**

	One or both parents had degree level education or above			Neither parents had degree level education			One or both parents did not respond			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	806	46.6%	-	922	53.4%	-	178	9.3%	-	<b>1,906</b>	-
<b>Recommended for Appointment</b>	36	56.3%	4.5%	28	43.8%	3.0%	4	5.9%	2.2%	<b>68</b>	<b>3.6%</b>

**Northern Ireland**

	One or both parents had degree level education or above			Neither parents had degree level education			One or both parents did not respond			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	476	38.6%	-	758	61.4%	-	157	11.3%	-	<b>1,391</b>	-
<b>Recommended for Appointment</b>	0	-	0.0%	0	-	0.0%	0	-	0.0%	<b>0</b>	<b>0.0%</b>

**European**

	One or both parents had degree level education or above			Neither parents had degree level education			One or both parents did not respond			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	1,530	72.3%	-	586	27.7%	-	139	6.2%	-	<b>2,255</b>	-
<b>Recommended for Appointment</b>	39	88.6%	2.5%	5	11.4%	0.9%	2	4.3%	1.4%	<b>46</b>	<b>2.0%</b>

## Analysis by Eligibility for Free School Meals

### All Fast Stream Schemes

	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	17,042	86.7%	-	2,612	13.3%	-	1,481	7.0%	-	21,135	-
Recommended for Appointment	828	91.4%	4.9%	78	8.6%	3.0%	61	6.3%	4.1%	967	4.6%

### INDIVIDUAL SCHEMES

#### Graduate Fast Stream

	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	8,085	87.5%	-	1,150	12.5%	-	736	7.4%	-	9,971	-
Recommended for Appointment	305	91.0%	3.8%	30	9.0%	2.6%	30	8.2%	4.1%	365	3.7%

#### Economists

	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	886	88.1%	-	120	11.9%	-	81	7.5%	-	1,087	-
Recommended for Appointment	159	92.4%	17.9%	13	7.6%	10.8%	8	4.4%	9.9%	180	16.6%

#### Statisticians

	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	271	92.2%	-	23	7.8%	-	20	6.4%	-	314	-
Recommended for Appointment	33	97.1%	12.2%	1	2.9%	4.3%	4	10.5%	20.0%	38	12.1%

#### Social Research

	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	253	90.0%	-	28	10.0%	-	25	8.2%	-	306	-
Recommended for Appointment	35	100.0%	13.8%	0	0.0%	0.0%	2	5.4%	8.0%	37	12.1%

#### Operational Research

	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	369	88.1%	-	50	11.9%	-	34	7.5%	-	453	-
Recommended for Appointment	30	93.8%	8.1%	2	6.3%	4.0%	2	5.9%	5.9%	34	7.5%

#### Digital and Technology

	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	816	83.2%	-	165	16.8%	-	110	10.1%	-	1,091	-
Recommended for Appointment	32	91.4%	3.9%	3	8.6%	1.8%	3	7.9%	2.7%	38	3.5%

#### Commercial

	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	520	82.4%	-	111	17.6%	-	44	6.5%	-	675	-
Recommended for Appointment	58	84.1%	11.2%	11	15.9%	9.9%	2	2.8%	4.5%	71	10.5%

#### Finance

	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	470	82.5%	-	100	17.5%	-	42	6.9%	-	612	-
Recommended for Appointment	44	89.8%	9.4%	5	10.2%	5.0%	2	3.9%	4.8%	51	8.3%

#### Internal Audit

	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	204	77.0%	-	61	23.0%	-	19	6.7%	-	284	-
Recommended for Appointment	13	86.7%	6.4%	2	13.3%	3.3%	0	0.0%	0.0%	15	5.3%

### Communications

	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	670	89.5%	-	79	10.5%	-	41	5.2%	-	<b>790</b>	-
<b>Recommended for Appointment</b>	19	79.2%	2.8%	5	20.8%	6.3%	0	0.0%	0.0%	<b>24</b>	<b>3.0%</b>

### HR

	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	1,519	83.9%	-	291	16.1%	-	96	5.0%	-	<b>1,906</b>	-
<b>Recommended for Appointment</b>	58	90.6%	3.8%	6	9.4%	2.1%	4	5.9%	4.2%	<b>68</b>	<b>3.6%</b>

### Northern Ireland

	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	1,093	81.8%	-	243	18.2%	-	55	4.0%	-	<b>1,391</b>	-
<b>Recommended for Appointment</b>	0	-	0.0%	0	-	0.0%	0	-	0.0%	<b>0</b>	<b>0.0%</b>

### European

	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
<b>Applications</b>	1,886	90.8%	-	191	9.2%	-	178	7.9%	-	<b>2,255</b>	-
<b>Recommended for Appointment</b>	42	100.0%	2.2%	0	0.0%	0.0%	4	8.7%	2.2%	<b>46</b>	<b>2.0%</b>

## Trend

### Free School Meals

Competition Vacancies		Applications						Total	Recommended for Appointment						Total
		Not Eligible for Free School Meals		Eligible for Free School Meals		Non-respondents			Not Eligible for Free School Meals		Eligible for Free School Meals		Non-respondents		
		Number	% of known	Number	% of known	Number	% of total		Number	% of known	Number	% of known	Number	% of total	
2015	1077	17,042	86.7%	2,612	13.3%	1,481	7.0%	<b>21,135</b>	828	91.4%	78	8.6%	61	6.3%	<b>967</b>
2014	820	16,301	87.3%	2,382	12.7%	1,389	6.9%	<b>20,072</b>	760	90.2%	83	9.8%	72	7.9%	<b>915</b>



## Trend

### Free School Meals

Competition	Vacancies	Not Eligible for Free School Meals			Eligible for Free School Meals			Non-respondents			Total		
		Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate	Applications	Recommended for Appointment	Success Rate
2015	1077	17,042	828	4.9%	2,612	78	3.0%	1,481	61	4.1%	<b>21,135</b>	<b>967</b>	<b>4.6%</b>
2014	820	16,301	760	4.7%	2,382	83	3.5%	1,389	72	5.2%	<b>20,072</b>	<b>915</b>	<b>4.6%</b>

## Fast Stream Recruitment 2015 - Summer Diversity Internship Programme

Total				
	Candidates	Recommended for appointment	Overall success rate (as % of applicants)	Withdrawals
	1,303	310	23.8%	40

Gender										
	Male			Female			Non-Respondents			Total
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	
Applications	567	43.8%	-	729	56.3%	-	7	0.5%	-	1,303
Recommended for Appointment	141	45.8%	24.9%	167	54.2%	22.9%	2	0.6%	28.6%	310

Ethnic origin										
	White			Ethnic Minority			Non-Respondents			Total
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	
Applications	300	23.2%	-	993	76.8%	-	10	0.8%	-	1,303
Recommended for Appointment	75	24.4%	25.0%	233	75.6%	23.5%	2	0.6%	20.0%	310

Disability										
	Non-Disabled			Disabled			Non-respondents			Total
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	
Applications	1044	81.6%	-	235	18.4%	-	24	1.8%	-	1,303
Recommended for Appointment	232	77.1%	22.2%	69	22.9%	29.4%	9	2.9%	37.5%	310

Socio-Economic Status													
	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	
Applications	640	57.2%	-	256	22.9%	-	222	19.9%	-	185	14.2%	-	1,303
Recommended for Appointment	179	65.8%	28.0%	57	21.0%	22.3%	36	13.2%	16.2%	38	12.3%	20.5%	310

## Fast Stream Recruitment 2015 - Summer Diversity Internship Programme

### Applications by School Type

School Type	SDIP		Overall Success Rate
	Applicants	Successful Candidates	
Independent - Bursary	77	28	<b>36.4%</b>
Independent - Direct Grant	9	1	<b>11.1%</b>
Independent - No Bursary	105	34	<b>32.4%</b>
State - Non-Selective	792	166	<b>21.0%</b>
State - Selective	165	50	<b>30.3%</b>
Overseas	131	18	<b>13.7%</b>
Not Stated	24	13	<b>54.2%</b>
<b>Total</b>	<b>1,303</b>	<b>310</b>	<b>23.8%</b>

## Fast Stream Recruitment 2015 - Early Diversity Internship Programme

Total				
	Candidates	Recommended for appointment	Overall success rate (as % of applicants)	Withdrawals
	107	82	76.6%	-

Gender										
	Male			Female			Non-Respondents			Total
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	
Applications	47	43.9%	-	60	56.1%	-	0	0.0%	-	107
Recommended for Appointment	35	42.7%	74.5%	47	57.3%	78.3%	0	0.0%	-	82

Ethnic origin										
	White			Ethnic Minority			Non-Respondents			Total
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	
Applications	22	20.6%	-	85	79.4%	-	0	0.0%	-	107
Recommended for Appointment	19	23.2%	86.4%	63	76.8%	74.1%	0	0.0%	-	82

Disability										
	Non-Disabled			Disabled			Non-respondents			Total
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	
Applications	102	95.3%	-	5	4.7%	-	0	0.0%	-	107
Recommended for Appointment	77	93.9%	75.5%	5	6.1%	100.0%	0	0.0%	-	82

Socio-Economic Status													
	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents			Total
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	
Applications	43	48.9%	-	25	28.4%	-	20	22.7%	-	19	17.8%	-	107
Recommended for Appointment	34	50.0%	79.1%	18	26.5%	72.0%	16	23.5%	80.0%	14	17.1%	73.7%	82

## Fast Stream Recruitment 2015 - Early Diversity Internship Programme

### Applications by School Type

School Type	SDIP		Overall Success Rate
	Applicants	Successful Candidates	
Independent - Bursary	10	9	<b>90.0%</b>
Independent - Direct Grant	0	0	-
Independent - No Bursary	6	4	<b>66.7%</b>
State - Non-Selective	68	52	<b>76.5%</b>
State - Selective	15	13	<b>86.7%</b>
Overseas	7	3	<b>42.9%</b>
Not Stated	1	1	<b>100.0%</b>
<b>Total</b>	<b>107</b>	<b>82</b>	<b>76.6%</b>

# Fast Track 2015 Diversity Statistics

Total					
	Candidates		Recommended for appointment	Overall success rate (as % of applicants)	Declined appointment
Grand Total	5793		684	11.8%	9

Gender											
	Male			Female			Non-Respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	3458	60.3%	-	2275	39.7%	-	60	1.0%	-	5793	-
Recommended for Appointment	404	59.4%	11.7%	276	40.6%	12.1%	4	0.6%	6.7%	684	11.8%

Ethnic Origin											
	White			Ethnic Minority			Non-Respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	4589	80.6%	-	1104	19.4%	-	100	1.7%	-	5793	-
Recommended for Appointment	579	85.7%	12.6%	97	14.3%	8.8%	8	1.2%	8.0%	684	11.8%

## Detailed Breakdown of Ethnicity

Ethnic Origin						
Ethnicity	Applications			Recommended for Appointment		
	Number	% of known	% of total	Number	% of known	% of total
Asian or Asian British - Any other Asian background	76	1.3%		8	1.2%	
Asian or Asian British - Bangladeshi	118	2.1%		8	1.2%	
Asian or Asian British - Indian	207	3.6%		19	3.0%	
Asian or Asian British - Pakistani	231	4.1%		14	2.2%	
Black or Black British - African	153	2.7%		13	2.0%	
Black or Black British - Any other Black background	13	0.2%		1	0.2%	
Black or Black British - Caribbean	83	1.5%		3	0.5%	
Chinese or other ethnic group - Chinese	14	0.2%		1	0.2%	
Chinese or other ethnic group - Any other	7	0.1%		1	0.2%	
Mixed - Any other Mixed background	50	0.9%		8	1.2%	
Mixed - White and Asian	44	0.8%		6	0.9%	
Mixed - White and Black African	16	0.3%		2	0.3%	
Mixed - White and Black Caribbean	92	1.6%		10	1.6%	
White - Any other White background	112	2.0%		8	1.2%	
White - British	4448	78.1%		538	83.7%	
White - Irish	29	0.5%		3	0.5%	
Non-Respondents	100		1.7%	41		6.0%
<b>Total</b>	<b>5793</b>	<b>100%</b>		<b>684</b>	<b>100%</b>	

Disability											
	Non-Disabled			Disabled			Non-Respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	5536	96.4%	-	208	3.6%	-	49	0.8%	-	5793	-
Recommended for Appointment	662	97.2%	12.0%	19	2.8%	9.1%	3	0.4%	6.1%	684	11.8%

Age																																
	16			17			18			19			20			21			22			23			24			25 and over			Total	
	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	% of total	Success Rate	Number	Success Rate			
Applications	150	2.6%	-	468	8.1%	-	1591	27.5%	-	844	14.6%	-	593	10.2%	-	486	8.4%	-	356	6.1%	-	277	4.8%	-	216	3.7%	-	812	14.0%	-	5793	-
Recommended for Appointment	4	0.6%	2.7%	49	7.2%	10.5%	236	34.5%	14.8%	111	16.2%	13.2%	64	9.4%	10.8%	47	6.9%	9.7%	34	5.0%	9.6%	25	3.7%	9.0%	17	2.5%	7.9%	97	14.2%	11.9%	684	11.8%

Sexual orientation											
	Heterosexual			Lesbian, Gay, Bi sexual, Transgender			Non-Respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	5268	95.8%	-	233	4.2%	-	292	5.0%	-	5793	-
Recommended for Appointment	621	95.4%	11.8%	30	4.6%	12.9%	33	4.8%	11.3%	684	11.8%

Thinking about your education when you were growing up between the ages of 11 and 16, what type of school did you attend?

	A school outside the UK education system			A state run or funded school that did not select pupils on the basis of academic ability			A state run or funded school that selected on the basis of academic ability			An independent school, and your fees were not paid in part by the local authority or bursary/scholarship			An independent school, but your fees were paid in part or full by a bursary or scholarship			An independent school, but your fees were paid in part or full by the local authority			Non-Respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	159	2.8%	-	4955	86.7%	-	396	6.9%	-	124	2.2%	-	48	0.8%	-	30	0.5%	-	81	1.4%	-	5793	-
Recommended for Appointment	5	0.7%	3.1%	585	85.9%	11.8%	63	9.3%	15.9%	19	2.8%	15.3%	8	1.2%	16.7%	1	0.1%	3.3%	3	0.4%	3.7%	684	11.8%

During your school education, were you at any time eligible for Free School Meals?

	Yes			No			Non-Respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	1231	21.7%	-	4430	78.3%	-	132	2.3%	-	5793	-
Recommended for Appointment	115	17.2%	9.3%	555	82.8%	12.5%	14	2.0%	10.6%	684	11.8%

What was the highest education level that your parent or guardian 1 achieved?

	Degree level or degree equivalent or above			Qualifications below degree level			No qualifications			Do not know or cannot remember			Non-Respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	1144	20.2%	-	3537	62.5%	-	378	6.7%	-	602	10.6%	-	132	2.3%	-	5793	-
Recommended for Appointment	143	21.3%	12.5%	449	66.8%	12.7%	37	5.5%	9.8%	43	6.4%	7.1%	12	1.8%	9.1%	684	11.8%

What was the highest education level that your parent or guardian 2 achieved?

	Degree level or degree equivalent or above			Qualifications below degree level			No qualifications			Do not know or cannot remember			Non-Respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	578	10.3%	-	3376	60.1%	-	671	12.0%	-	988	17.6%	-	180	3.1%	-	5793	-
Recommended for Appointment	80	12.0%	13.8%	437	65.3%	12.9%	75	11.2%	11.2%	77	11.5%	7.8%	15	2.2%	8.3%	684	11.8%

Socio-economic breakdown

	Higher Managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-Respondents			Total	
	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of known	Success Rate	Number	% of total	Success Rate	Number	Success Rate
Applications	2615	71.2%	-	260	7.1%	-	798	21.7%	-	2120	36.6%	-	5793	-
Recommended for Appointment	361	75.5%	13.8%	30	6.3%	11.5%	87	18.2%	10.9%	206	30.1%	9.7%	684	11.8%