Civil Service HR

Civil Service Fast Stream: Annual Report 2017 and 2018

Foreword: Sir Mark Sedwill

The Civil Service is a unique organisation, offering an almost unrivalled range of career opportunities.

One of the things that makes us unique is how we combine our collective skills and experience with our core values and sense of duty to make a real and positive difference to the lives of citizens.

The extent of that impact depends on teamwork and how we can bring a diversity of life experiences to bear on the issues that affect the people we serve. This means we need leaders who represent all of our communities; leaders who understand the needs of citizens and can build diverse, inclusive teams.

Our Fast Stream graduate development programme and Fast Track apprenticeships epitomise our ambition to be a champion of social mobility and support the aspirations of talented people, whoever they are.

We were among the first employers to open our flagship development programme to external scrutiny and publish the results. Responding to the 2016 report by the Bridge Group into socio-economic diversity in the Fast Stream, we have been able to demonstrate our determination to ensuring that the programme offers an inclusive route to leadership, whatever an individual's background.

This annual report reflects the impact of the actions we have taken. The Fast Stream has seen a sharp increase in the number of applicants from lower socio-economic backgrounds. At the same time, candidates from ethnic minorities were more likely to apply for the Fast Stream in 2018 than in any previous year. Applications for our Early Diversity Internships have increased tenfold since 2016, and more than doubled for our Summer Diversity programme over the same period.

These developments have been recognised externally for how they support social mobility and diversity. In 2017, for example, the Fast Stream was Highly Commended in the UK Social Mobility Awards for Organisation of the Year, and was the highest-ranked public sector agency in the Social Mobility Employer Index.

On a broader measure, the Fast Stream held its position at No. 2 in The Times Top 100 Graduate Employers in 2018, and remained the Public Sector Graduate Employer of Choice.

This recognition reflects our commitment to making the Civil Service the UK's most inclusive employer by 2020, and the importance of the Fast Stream to achieving that ambition. It also shows that we listened to voices like that of the Bridge Group and, for example, significantly increased our outreach work in universities with the most diverse student populations.

Foreword: Sir Mark Sedwill

We are rightly held to the highest standards in meeting the expectations of an increasingly diverse society. In May 2018, we were publicly held to account for our historic difficulty in recruiting people to the Fast Stream from black Caribbean backgrounds. We continue to attract candidates from minority ethnic communities, but the numbers joining our schemes are not as high as they should be. There will be no let-up in our work to increase diversity in the Fast Stream.

In July this year, we created the Diverse Leadership Task Force, which has agreed actions for 2018/19 and beyond. These include further expansion of diversity internships, and developing greater diversity among Fast Stream assessors. Our important collaboration with specialist partners in the private and third sectors, to help us recruit people from all backgrounds, will also continue.

These and other actions will help us to attract and develop the leaders of the future from every community in the UK, so that we can deliver better outcomes for all our citizens and merit the trust of the communities we serve.

Sir Mark Sedwill
Cabinet Secretary and Head of the Civil Service

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Our Role

To play our part in delivering a brilliant Civil Service by attracting talented people of all backgrounds to lead the future Civil Service. Our programmes will reflect modern Britain in respect of race, gender, sexuality, disability and socio-economic background.

An overview of our schemes

The Schools and Colleges Outreach Programmes include our Discovery Events programme for 13 to 14 year olds, our Schools Mentoring Programme, and our Work Experience Programme.

These are targeted to young people aged 15 to 18 from a lower socio-economic background (lower SEB).

Our Fast Track Apprenticeship is a two-year Level 4 apprenticeship that is a rewarding alternative to university with a competitive starting salary.

The Fast Stream is the government's flagship graduate programme to support and accelerate the development of talented people to become future leaders of the Civil Service.

As a precursor to our Fast Stream scheme, we also run two internships: the Early Diversity Internship programme (EDIP) and Summer Diversity Internship programme. These are intended to give a taste of life in the Civil Service as well as preparing future applicants for the Fast Stream scheme to give them the best chance of succeeding.

Our performance story

The Civil Service works in areas that make a difference in people's everyday lives in the UK.

To be capable of serving modern Britain, the Civil Service must be more like modern Britain. Fast Stream and Early Talent is determined to show leadership in ensuring equality of opportunity for all.

At the end of 2015, Fast Stream and Early Talent asked for the Bridge Group report to help deliver our ambition to provide a diverse talent pipeline for the Senior Civil Service. This was the first of its kind published by any employer in the country. It showed there was more to do to make sure we matched our public statements with pragmatic approaches to change.

The research provided a springboard for an ambitious programme of work. We developed an action plan where we:

- created a completely new attraction website so candidates know exactly what to expect;
- increased our engagement with targeted academic departments to reach a diverse student body;
- engaged current Fast Streamers to advocate and communicate the value and openness of the Fast Stream and what the job involves;
- removed verbal and numerical online assessment, assessing cognitive ability at a later stage;
- invested in a new purpose-built assessment centre in Newcastle-upon-Tyne; and
- introduced Fast Pass to allow successful summer diversity interns to progress straight to the Fast Stream assessment centre.

This activity delivered much-improved results across a number of diversity categories.

External recognition

The Fast Stream received external acknowledgement and a number of awards for the work we do.

In 2017 we jumped from fourth to second place in the Times Top 100 Graduate Employers. This is based on independent research undertaken with undergraduates on campus. The 2017 UK Social Mobility Index (overseen by the Social Mobility Commission and Social Mobility Foundation) recognised us as the top public sector agency.

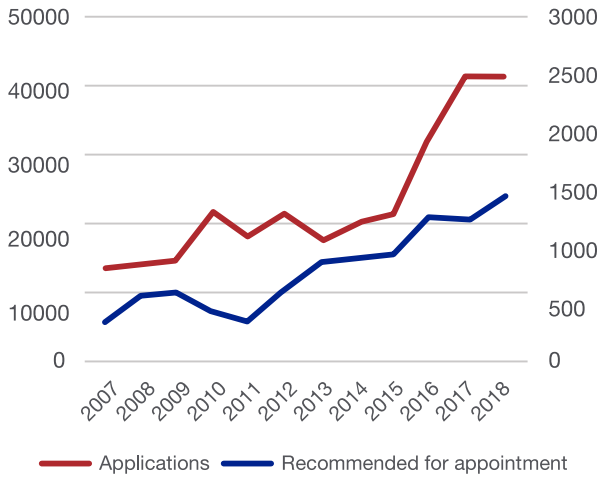
We also won many awards for our work around social mobility including:

- TargetJobs National Graduate Recruitment Awards 2018 – Best Diversity Strategy;
- FIRM Awards 2018 – Best Diversity & Inclusion Recruitment Strategy;
- National Undergraduate Employability Awards 2018 – Best Diversity Initiative in Work Experience; and
- Fast Stream was 'Highly Commended' in the 2017 UK Social Mobility Awards for Organisation of the Year.

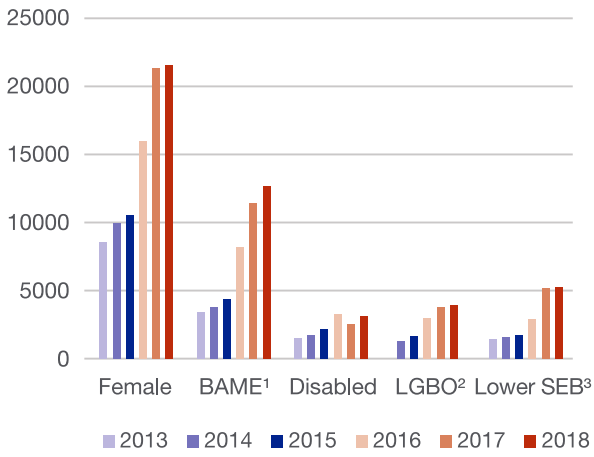
Our performance story

Our headline figures at a glance

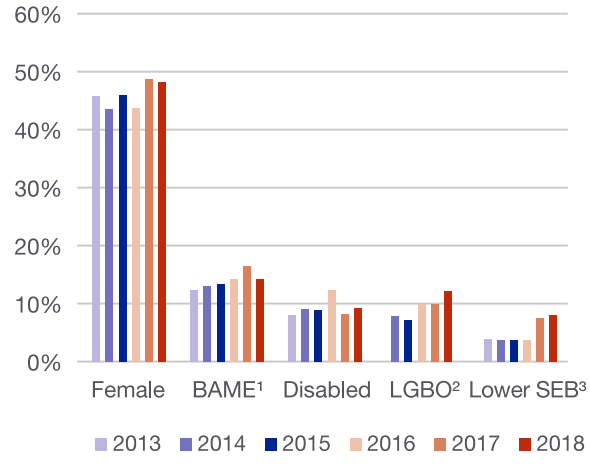
Fast Stream; Total Applications and Applicants Recommended for Appointment Since 2007



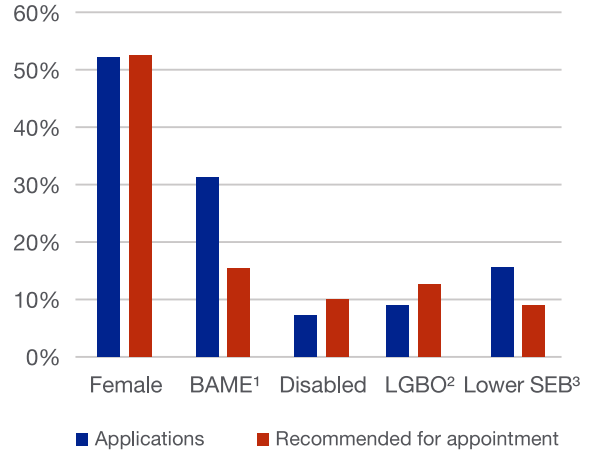
Fast Stream; Percentage of Applications by Diversity Groups Since 2013



Fast Stream; Percentage of Applicants Recommended for Appointment by Diversity Groups Since 2013



Fast Stream: Applications and Appointments by Diversity Group, 2018

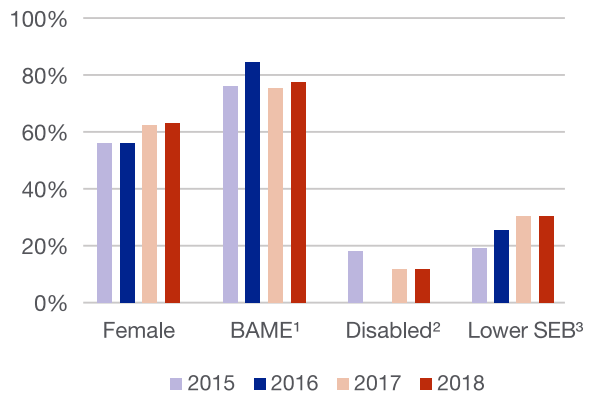


Note: all figures and percentages in the charts and the summary exclude In-Service Fast Stream Competition. For diversity analysis, percentages are based on those candidates where the relevant diversity characteristic is known.

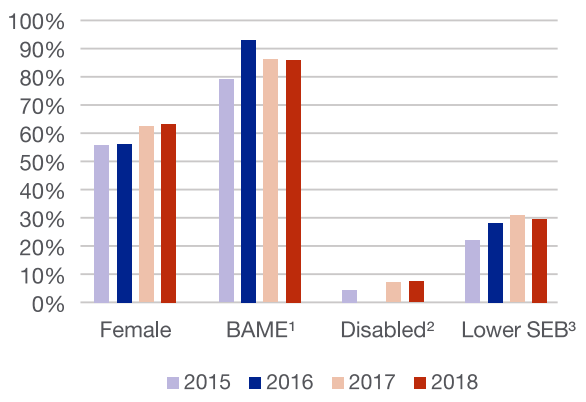
BAME abbreviation for black, Asian and minority ethnic; LGBO abbreviation for Lesbian, Gay, Bisexual and Other (data not available in 2013); SEB abbreviation for socio-economic background. Disability figure not included in 2016 report.

Our performance story

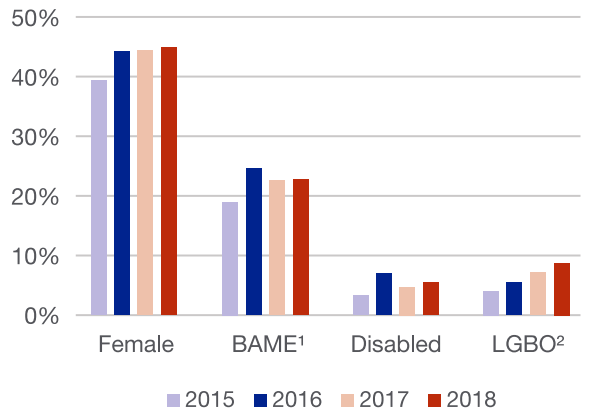
Summer Diversity Internship Programme; Percentage of Applications by Diversity Groups Since 2015



Early Diversity Internship Programme; Percentage of Applications by Diversity Groups Since 2015



Fast Track; Percentage of Applications by Diversity Groups Since 2015



Total applications and appointments since 2007

At 40,570 the number of applications to the Fast Stream reached its highest ever total in 2017, equating to a 92% increase on 2015. The greater strategic marketing focus we first described in our 2016 annual report and developed as described below drove this sharp increase. And our continued marketing actions helped maintain application levels in 2018.

In addition, we have seen a steady increase in the number of applicants recommended for appointment. The number of applicants recommended for appointment has followed a general upward trend since 2011, reaching a high of 1,411 in 2018.

Note: all figures and percentages in the charts and the summary exclude In-Service Fast Stream Competition. For diversity analysis, percentages are based on those candidates where the relevant diversity characteristic is known.

BAME abbreviation for black, Asian and minority ethnic; LGBO abbreviation for Lesbian, Gay, Bisexual and Other (data not available in 2013); SEB abbreviation for socio-economic background. Disability figure not included in 2016 report.

Our performance story

Fast Stream applications by diversity group since 2013

Specifically referring to the Bridge Group report's recommendations on diversity we have made encouraging steps. We have seen a positive trend in the number of applicants across nearly all diversity groups.

Minority ethnic candidates were more likely to apply for the Fast Stream in 2018 than in any previous year. In 2018, 31.2% of applicants were minority ethnic (referenced as BAME in the charts above), representing an increase of more than 10 percentage points since 2015.

More than half of our applicants are female. Gender representation in senior positions is more important now than ever and we are proud that women feel the Civil Service is somewhere they can progress to that level.

Applicants who identify as Lesbian, Gay, Bisexual, Other (LGBO) have increased year on year since 2016. The proportion of applicants who identify as LGBO has increased from 6.3% of all applicants in 2014 to 9.3% of all applicants in 2018.

We have seen a sharp increase in the number of applicants from lower socio-economic backgrounds (SEB). There were around 5,100 lower SEB applicants in 2018, representing a 241% increase in the number that applied in 2015. This compares to an overall increase in applicants of 91%. Lower SEB applicants represented 16.3% of the total number of applicants this year. This is up from 7.9% in 2015.

Fast Stream applicants recommended for appointment by diversity group since 2013

Despite the large increase in the number of applicants generally, we have managed to maintain consistency in the percentages of applicants recommended for appointment. We have seen the proportion of female applicants recommended for appointment rise to a high of 53.8% in 2017 from 47.9% a year earlier with this level remaining at just below 53% in 2018. This improvement is mirrored for LGBO applicants; we reached our highest percentage in 2018 at 13.3%.

Minority ethnic candidates recommended for appointment reached a peak in 2017 at 18.3%. In 2018 it was disappointing in the sense that this figure dropped to 15.8% which is similar to the level in 2016. The proportion of disabled candidates recommended for appointment has remained reasonably constant throughout this period, with a spike in 2016 where 13.2% of those recommended for appointment were disabled. This figure was back at 9.9%, more typical for the period, in 2018. We aspire to a higher proportion of disabled candidates recommended for appointment so this is something that can't be ignored.

We are working on our assessment processes to identify what measures can be put in place to ensure minority ethnic and disabled candidates are provided with every opportunity to progress through to the different schemes.

We have, however, achieved an encouraging increase year on year in the percentage of lower SEB applicants that have been recommended for appointment. Prior to

Our performance story

the Bridge Group report, the proportion of applicants recommended for appointment who are lower SEB remained fairly unchanged until 2017. The Bridge Group report was clear evidence of how we are actively engaged with the challenge of socio-economic diversity in the Fast Stream. Since implementing the report's recommendations that proportion has gone up from 4.2% in 2016 to 8.3% in 2017 and then up to 9.1% in 2018. We recognise we still have more to do and are fully committed to maintaining our efforts.

Fast Stream applications and appointments by diversity group, 2018

A direct comparison can be made here between the percentage of applicants which fall into each diversity group and the percentage of people recommended for appointment. The aim would be to have the proportion at application level reflect a similar proportion at appointment level for each diversity group. There is a positive comparison from application to appointments for female, disabled and LGBO candidates. However, we need to improve on the conversion of minority ethnic and lower SEB candidates from application to appointment.

Internships

Our internship programmes are an important part of how we look to increase the diversity of applicants and appointments to the Fast Stream.

Applications to the Early Diversity Internship Programme (EDIP) have increased more than tenfold since its launch in 2015. Of the 1,112 applicants in 2018, 63% were female, an increase of around 7 percentage points since 2016. The proportion of minority ethnic applicants has remained high; the figure stood at 86.4% in 2018.

While numbers are relatively small and should, therefore, be treated with caution, the proportion of applicants recommended for appointment who were disabled increased to over 13% in 2018. We are concerned the proportion who were lower SEB fell from 32.7% to 23.1%. We are reviewing the reasons behind this in order to implement targeted action for our next recruitment round.

Of those recommended for appointment, the proportion who were female or minority ethnic remained similar in 2018 to the previous year at over 65% and over 85% respectively.

The Summer Diversity Internship Programme (SDIP) achieved a similar boost. There were 13% more applications in 2018 than in 2017, taking the total to around 3,040; applications had more than doubled between 2016 and 2017.

More than 60% of the applicants recommended for appointment were female; this has been the case for the last two years. Between 2016 and 2018 more than three-quarters of applicants were minority ethnic. And we have seen a steady increase in the proportion of lower SEB candidates recommended for appointment from 25.1% to 28.2% between 2016 and 2018.

Our performance story

Fast Track Apprenticeship

Diversity group representation among those recommended for appointment increased across the board from 2017 to 2018. LGBO candidates represented 10.7% of those recommended for appointment (up from 7.5% in 2016) while disabled candidates represented 9.7% (up from 7.4% over the same period).

Despite an increase in 2018, the proportion of candidates recommended for appointment who are minority ethnic remains below the 2016 level at 14.2% (17.4% in 2016).

Although this can partially be explained by the larger number of applicants versus available postings, we are working on our assessment processes to make sure we are providing the right opportunities for applicants to progress.

Taking action on diversity

Fast Stream and Early Talent is committed to removing barriers to the success of diverse talent at entry stage and beyond.

The programmes are crucial pipelines for leadership roles, and our aim is to expand representation to match the relevant eligible populations and ensure we deliver on making Civil Service leadership reflective of the society it serves.

Our approach emphasises connecting the Fast Stream graduate programme, Fast Track apprenticeship programme, diversity internships and work experience programmes with the best candidates, including under-represented groups

Principal diversity interventions

- Rolling-out the two-year action plan arising from the 2016 Bridge Group report on removing barriers to those from diverse socio-economic backgrounds
- Introducing a new methodology for measuring socio-economic background
- Introducing a diversity-focused attraction website with clearer messaging, as well as more blogs, video content and profiles of diverse groups – supported by extensive social media activity
- Using our data to focus marketing and attraction efforts on specific communities, utilising relevant channels, messages and updated branding
- Introducing enhanced data insights for dynamic monitoring of progress
- Delivering curriculum-based interactions with targeted universities and engaging with widening participation teams, incorporating enhanced support for students – including piloting a new positive action package for universities
- Mobilising existing Fast Streamers, Fast Trackers and senior civil servants to be role models for the programmes on campus and at events
- Developing our early talent pipeline, encompassing EDIP and SDIP, piloting a new Autism Internship Programme, Schools Outreach Work Experience Programme and Year 9 Discovery events

Taking action on diversity

- Working with diversity partners, such as Rare Recruitment, MyKindaFuture and Elevation Networks – who provide insights into our diverse groups, and assist in identifying potential applicants, and help extend the reach of our marketing
- Providing support for diversity interns through more performance management and selection skills/ self-confidence coaching
- Using the “Fast Pass” approach for fast tracking summer interns to the Fast Stream assessment centre stage to help increase conversion
- Enhancing the Fast Stream assessment process by removing cognitive tests for most schemes, streamlining our e-Tray testing format, utilising a strengths-based video interview methodology and introducing a shorter, more engaging assessment centre format
- Fully updating our approach to Fast Track apprenticeship recruitment, making it more digital and a more positive candidate experience
- Bringing in a regional assessment centre – the first outside London – to engage better with candidates across the country
- Accelerating time to offer, to support engagement of under-represented and other groups.
- Developing a new talent definition that captures critical dimensions of more inclusive methods of identifying success.

Schools Outreach

The Schools and Colleges Programmes outreach teamwork to support high potential students from a lower socio-economic background, raising aspirations, inspiring and informing about the work of civil servants and our entry routes.

We identify and actively engage schools that have a higher than the national average percentage of pupils eligible for free school meals.

Core programmes

Over the last two years, our Work Experience Programme has provided over 300 target students aged between 15 and 18 with opportunities to see what it is like to work in government. We have also supported other departments to deliver their own placements. This activity is on course to deliver about a further 150 work experience places.

We have mentored over 130 students. We started with only a small mentoring pilot of 22 schools. We are now planning to reach 200 schools by 2020.

We are very proud that we have already exceeded our 2020 target of 2,000 attendees to our Year 9 Discovery Events. We achieved 3,250 participants by Spring 2018.

> “I will 100% recommend this placement to every student no matter what their career path is because the Civil Service is so broad and interconnected. During this placement, you learn valuable skills that you will never learn in school. The managers are great people who give you a boost into the world of work in which institutions such as schools cannot deliver. It is a once in a lifetime opportunity and I cannot express in words how amazing this experience will be.”
>
> **Student**

As a result of taking part in our work experience programme, students find it informative. The majority would consider a future career in the Civil Service. 92% of students who attended our Discovery Events last year reported that they now understand much more about the work of civil servants.

> “A big thank you to you all for supporting our students with their work experience. The students have all shared that the experience was fantastic and one that they will take with them through their adult lives. The majority of our students who took part said they are interested in the Civil Service Apprenticeship Programme.”
>
> **School Careers Adviser**

Schools Outreach

In addition, we work to support impromptu requests that meet our social mobility criteria, typically to attend a careers fair. This has seen us respond to about 75 extra events out of approximately 200 requests.

We have started to create a Civil Service Schools Outreach Network (CSSON). We are bringing together colleagues across government so that we can improve our offer to students, schools and colleges in a more collaborative, efficient and streamlined way.

And we have worked with a leading industry partner, All About School Leavers (AASL), to create a new Diversity and Inclusion Award for the School Leaver industry market to increase activity in this area across the sector. AASL work to give school leavers career advice and help them find jobs.

Marketing attraction

Fast Track

We time our Fast Track recruitment campaigns to coincide with National Apprenticeship Week usually in the first week of March.

The number of Fast Track applications almost tripled from 7,215 in 2016 to 21,561 in 2017. In 2018 we experienced another increase to 24,477.

The Earn, Learn, Succeed programme slogan and our existing 'Five Doors' video content, continued to resonate with our main audiences. The core message was that Fast Track provides a genuine alternative to university. We built Fast Track brand awareness through increased engagements on social media. This included Twitter, up 118%, and on Facebook, up 59% on the previous year's campaign. We increased our use of LinkedIn and Instagram. Our posts and adverts were seen at least 16 million times during the campaign window. In 2018, we introduced a new campaign slogan: 'Where Brilliant Begins'. This highlighted the route for apprentices completing the Fast Track programme to apply to join the Fast Stream without a degree, directly contributing to social mobility.

The sharp increase in applications was attributable to a range of factors. We started our organic posting (that is unpaid social media promotion) earlier in the year to build a larger number of pre-registered prospective applicants. This enabled us to alert over 6,500 people that they could now apply as the campaign window opened.

We included each of our schemes as vacancies on Civil Service Jobs and promoted the roles via local job centres. We piloted new social channels, aggregators and job boards. We targeted the geographic locations where we had traditionally attracted fewer applications. We used profiling to share our content with each of our target audiences. We paid particular attention to developing messaging to support each of our campaign pillars: 'Earn, Learn, and Succeed'.

In 2018, the Fast Track apprenticeship expanded to include a new scheme, Policy. Marketing focused strongly on promoting this scheme, through new print, digital and video content. The campaign again used strong geographic and demographic targeting through a mix of paid digital advertising and job board advertising. Complementing this was a range of work undertaken by Cabinet Office press office to promote roles through a range of local and regional media.

New in 2018, were stronger alliances built with partners, including the National Apprenticeship Service. This saw role profiles actively promoted and postcode-specific direct mails issued to prospective apprentices registered with the service.

Fast Track ambassadors supported the campaign with a range of blogs, case studies and tips. We posted six short video clips on social media, featuring ambassadors talking about the three words they would use to describe their experiences and development on the Fast Track Apprenticeship programme. These all helped amplify the campaign significantly. The social and paid media posts drove around 100,000 clicks through to the Fast Track website on GOV.UK.

Marketing attraction

Fast Stream

2017 campaign

The campaign ran through a nine-week application window from 29 September to 2 December 2016. The marketing strategy was guided by the Bridge Group recommendations about how to diversify the Fast Stream. In particular, to increase the number of successful candidates from a lower socio-economic background. We introduced significant changes to attract the best candidates from a broad, diverse applicant pool. These included:

- focusing our campus outreach work on those universities with the most diverse student populations;
- mobilising the existing Fast Stream workforce to be ambassadors for the programme and deliver outreach activity;
- recruiting and allocating 14 deputy directors to work on campus to build sustainable relationships with faculty at the target universities. Wherever possible we assigned them to the institutions they had themselves attended and to curriculum subjects they had studied;
- introducing enhanced data insights for dynamic tracking of our process;
- increasing the availability and visibility of core messages to support lower socio-economic applications, including an updated micro-site; and
- promoting the innovative 'Fast Pass' route for successful interns on the Summer Diversity Internship Programme to progress straight to final stage assessment centres.

We trained campus outreach teams taking a curriculum focused approach for engagement with faculties. In response, campus teams reported a positive impact in increasing engagement with students from lower socio-economic backgrounds. Teams also reported attending a wider range of events at universities, including Q&A panels, presentations, networking events, drop-in sessions and skills and insight sessions.

Campus teams also continued their work with universities' online platforms and social media. The programme of engagement included more than 300 events at 45 universities. We also attended off-campus events including national and regional jobs fairs and graduate careers events. As a result, of the 2016/17 campaign, including this new outreach approach, the number of applications rose to 40,570 (excluding in-service candidates).

Marketing attraction

2018 campaign

The 2017/2018 campaign saw continued focus a series of marketing actions to deliver an inclusive and engaging campaign. These actions saw us:

- run our campaign through a shortened application window from 14 September to 26 October 2017;
- market our two diversity internships, SDIP and EDIP, alongside Fast Stream as part of the core campaign;
- change our historic Fast Stream strapline 'Where will you lead?' to 'Fast Stream: Where talented people do brilliant things'; and
- target diverse audiences through a range of audio, visual, and alternative media channels. These included Spotify, Mumsnet, Linkedin and Instagram; and
- train over 400 Fast Stream ambassadors to deliver campus activity, running 245 events, across 45 university and other venues.

The team produced a new, innovative brochure to promote Fast Stream, SDIP and EDIP together on campus. Our programme of regular organic social media posting helped drive unprecedented levels of social engagement.

The campaign achieved a 51% increase in web visits, Facebook impressions up 67%, Twitter by 72% and LinkedIn by 116%. 40,457 (excluding in-service candidates) people applied to the Civil Service Fast Stream. 3,037 to the Summer Diversity Internship Programme. And diversity representation continued to rise across the applicant pool.

How we assess

Our selection processes are fair, objective and efficient.

We recruit strictly on the basis of fair and open competition and selection on merit, in line with the Civil Service Commissioners' Recruitment Principles.

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.

We use the latest selection technology and seek constantly to maximise its effectiveness – as well as ensure it is identifying the qualities we are seeking and is fair to all groups.

Fast Track Apprenticeship

The Fast Track selection process consisted of the following stages in 2017 and 2018:

- online application form;
- online tests; and
- assessment centre.

Up to date assessment methodologies are used for Fast Track at each assessment stage. This includes behavioural, situational and cognitive testing against criteria, as well as a bespoke assessment centre, along with detailed candidate feedback provision for the assessment centre stage.

Diversity Internships

The Early Diversity and Summer Diversity Internship Programmes (EDIP and SDIP) consist of the following stages:

- online tests (a situational judgement questionnaire and behavioural-based multiple choice questionnaire);
- online application form used to shortlist candidates (SDIP only); and
- telephone interview against competency and motivational areas.

Fast Stream

We aim to complete the selection process in the shortest possible time and to make job offers to the best candidates as quickly as we can, supporting candidate engagement.

When determining who has been successful 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. In addition, by ensuring that initial stages are online, we allow candidates to drive themselves through each stage of the process using a personalised applicant system.

The selection process in 2017 and 2018 consisted of the following stages:

- online tests (a situational judgement questionnaire and behavioural-based multiple choice questionnaire);

How we assess

- online in-tray exercise (the “e-Tray”);
- video interview;
- additional information stage for relevant schemes, along with a numerical test for Commercial and Finance schemes; and
- Fast Stream Assessment Centre (consisting of a leadership exercise, analysis exercise and group exercise).

Individuals entering any Fast Stream option have to pass the generic Fast Stream Assessment Centre. Some Fast Stream options apply a final selection procedure after the assessment centre before deciding who to recommend for appointment.

All candidates receive detailed feedback on their performance at the assessment centre in the form of an outcome report.

The Fast Stream runs a Direct Appointment Scheme for those who are narrowly unsuccessful at the Fast Stream Assessment Centre. This scheme offers candidates a mainstream post at either Executive Officer (EO) or Higher Executive Officer (HEO) grade if one becomes available. For the 2017 entry, 378 EO posts and 110 HEO posts were offered. In 2018, 587 EO posts and 539 HEO posts were offered through the scheme.

Achieving social mobility

An overwhelming priority of Fast Stream and Early Talent is social mobility, seeking to shift the horizons of individuals. We have measured applicant socio-economic status since 2011 (perhaps the first graduate recruiter to do so systematically). Our challenge was we had seen little shift in application or success rates.

As with our marketing attraction effort, we took actions on our recruitment process following the groundbreaking review by the Bridge Group. Principal activity included:

- introducing a new methodology for measuring and monitoring socio-economic background;
- introducing enhanced data insights for dynamic monitoring of progress in terms of application numbers and socio-economic background; and
- delivering a critical review of the way in which the Fast Stream defines and identifies ‘talent’, working towards more inclusive methods of identifying potential.

How we assess

Talent identification

Notable changes included a new selection approach that was specifically focused on diversity enhancement, social mobility and increasing engagement. This approach was reflected by the following:

- removal of the verbal and numerical online assessment to enhance diversity;
- new, updated digital testing relating to behavioural and situational judgement attributes;
- an online strengths-based video interview assessment, reducing the focus on candidate experience towards motivational/ potential elements;
- a half day, rather than one day, assessment centre
- a new regional assessment centre based in Newcastle to reach out to a more diverse population; and
- re-focusing assessment on fresh talent areas, such as leadership and learning agility.
- Our assessment centre actions meant we quadrupled the number of candidates that can be assessed in a day and therefore helped to deliver a shortened time to offer and better engagement.

Fast Track Apprenticeship schemes

Fast Track continues to attract and develop the best public servants who represent modern Britain in all its diversity.

Across 2017 and 2018 the programme onboarded 976 Fast Track apprentices providing them with the opportunity to kick-start their career in the Civil Service, offering stretching and developmental roles across a range of departments and professions. Our apprentices are supported to complete a Level 4 qualification over a two year period, in one of the following professions:

- Business Administration
- Commercial
- Finance
- Digital, data and Technology
- Policy
- Project Delivery

Fast Track Policy is a new scheme introduced in 2018 and has been a real success. Over 2,803 applications were received for the profession in its first year, a real achievement.

In terms of geographical footprint, in 2017 we placed Fast Track apprentices across 33 locations and 26 departments. In 2018 we achieved placements across 31 locations and 24 departments.

The number of opportunities offered across a range of locations attracts high calibre applicants from all backgrounds and this has continued to strengthen the diversity profile of the Fast Track apprenticeship.

Since the Fast Track was launched in 2013, over 2,000 apprentices have joined the programme and kick-started their Civil Service career. However, our ambition is to ensure the Fast Track continues to improve.

This year we have been working to identify opportunities to evolve and enhance the delivery of the scheme. Our ambition is to deliver a consistent quality of experience for apprentices across all departments, professions and locations through:

- improving delivery by identifying opportunities to continuously improve the experiences of apprentices from recruitment to graduation;
- increasing the quality of learning provision by ensuring consistency across all schemes and locations; and
- creating a greater sense of community by giving our apprentices the opportunity to form strong networks, supporting individuals to come together, to share ideas, raise awareness of challenges and provide support to each other.

We are already taking steps to address these three areas and this is something we will continue to focus upon in the upcoming 2019 Fast Track campaign.

Fast Track Apprenticeship schemes

Case Study:

Daniella Randall

When I finished my Fast Track Apprenticeship I knew that to support my development I needed to try something completely new and take myself out of my comfort zone. I was offered the opportunity to move across to the Department for Exiting the EU (DExEU). So I took the decision to take the leap and leave my current team in Civil Service HR.

I joined DExEU's Flexible Resource Unit meaning I had the opportunity to work on many different areas. These included DExEU's estate strategy, governance duties for their Executive Board and Operations Committee, the onboarding of Non-Executive Directors and supporting policy teams on various briefings. Most of these areas were completely new to me and it was a great experience working in the heart of government. The Fast Track scheme prepared me for this varied way of working. The network I had built up from my cohort meant that there were a few familiar faces across the department.

While at DExEU I was contacted by one of my previous Deputy Directors asking whether I was still interested in Project and Programme Management. This was something I had previously told her I was really keen to develop in. She let me know about a new Portfolio Management Office (PMO) being set up in CSHR that she felt would be a great opportunity for me. I was instantly interested in joining this new team. Although I enjoyed my time at DExEU was also grateful to be returning to familiar terrain!

I worked alongside some really talented Project Delivery professionals within the PMO. They gave me many opportunities to learn and grow within this area. Knowing this was something I wanted to take forward, I have recently secured my promotion to SEO. I took on the role of Resources and Programme Manager within the Learning Delivery Team in CSHR. I am now managing a small team working to support key priorities across the learning and leadership space. I know this role will stretch and develop my skills in this area further.

Since the end of the scheme, I have taken every opportunity that has come my way to support my development journey. Whether that's been formal learning opportunities (e.g. training to become a Mental Health First Aider); regularly meeting with my mentors; seeking out shadowing opportunities; or taking time to attend internally held learning sessions. There are so many great opportunities across the Civil Service to continue your learning and development journey after the end of the apprenticeship scheme that has provided me with the support and stretch to continue growing my career.

Fast Track Apprenticeship schemes

Case Study:

Hannah Turner

My career began in HMRC, gaining invaluable experience in HR and Talent Management while completing a Foundation Degree in Business and Administration.

Upon completing my apprenticeship, I was keen to progress my career while experiencing new areas of Government. I joined the Department for Education leading on Academy Policy for Doncaster. I spent time interacting with Local Authorities, Trust CEOs and headteachers on a daily basis.

In 2017, I moved to the Home Office to head up the Digital Internship and Junior Development Programme. This was recently named 'Technology Development Programme of the Year'. My apprenticeship helped me gain the confidence to speak at government and industry-wide events. It has also enabled me to access further qualifications such as the Diploma in HR Management with CIPD I am currently working towards.

I am delighted that I recently won the Rising Star Award for the Yorkshire and Humber region!

Our internship programmes

Our Diversity Internship Programmes give people from diverse backgrounds the opportunity to see what a career in the Civil Service is like.

It puts talented undergraduates and graduates on a work placement in a government department. Our internships are aimed at the following groups: minority ethnic, lower SEB and people with a disability.

Interns can undertake Fast Pass, a quicker route to Fast Stream selection where interns who receive a positive appraisal are fast-tracked past the initial online selection stages. They also receive coaching support.

We offer two different internship programmes with the aim of fostering talent from a range of diversity groups and providing a platform for a potential career in the Civil Service.

Early Diversity Internship programme (EDIP)

The Early Diversity internship programme was introduced in 2015. The EDIP is a one week (five days) placement in a government department based in London, designed to give a better insight into a career in the Civil Service. It is available to first-year undergraduates who meet the diversity criteria and includes the following:

- a series of stimulating corporate networking and social events;
- an assessment survival workshop with all you need to know about applying for graduate vacancies;
- an allocated Fast Stream buddy; and
- an opening and closing reception attended by high-profile speakers, such as Civil Service diversity champions and inspirational external figures.

Applications to the EDIP have increased more than tenfold since its launch in 2015. Of the 1,112 applicants in 2018, over 60% were female; this figure was around 56% in 2016. The proportion of applicants who were minority ethnic has remained high; the figure stood at over 80% in 2018.

While numbers are relatively small and should, therefore, be treated with caution, the proportion of applicants recommended for appointment who were disabled increased to over 13% in 2018. The proportion who were lower SEB fell from 32.7% to 23.1%.

Of those recommended for appointment, the proportion who were female or minority ethnic remained above 60% and 80% respectively as in 2017.

Our internship programmes

Summer Diversity Internship Programme (SDIP)

Historically the Summer Diversity Internship programme has placed approximately 300 interns each year. In 2017, we increased the number of interns to 357 and then to 446 in 2018. In future years we will seek to increase the size of the programme significantly because the data shows that candidates are more likely to be successful in the Fast Stream selection process having gone through SDIP.

The SDIP programme is longer than the EDIP, covering six to nine weeks over the summer period. It is aimed at students in the final two years of their degree, currently achieving a 2:2 or higher in any degree subject. Again, applicants are required to meet the diversity requirements.

The SDIP is designed to be a more immersive and intensive Civil Service experience. Candidates carry out a variety of work ranging from conducting research to helping to draft policy documents.

We have worked hard to increase the number of participants in the last couple of years. This is even more of a priority following the introduction of Fast Pass in 2016. The Fast Pass enables SDIP interns to progress to the final stage of the Fast Stream selection process (the Fast Stream Assessment Centre) if they perform satisfactorily during the internship.

There were 13% more applications in 2018 than in 2017, taking the total to around 3,040; applications had more than doubled between 2016 and 2017. More than 60% of the applicants recommended for appointment were female; this has been the case for the last two years. Between 2016 and 2018 more than three-quarters of applicants were minority ethnic. we have seen a steady increase in the proportion of lower SEB candidates recommended for appointment from 25.1% to 28.2% between 2016 and 2018. both in terms of applications and recommendations for appointment.

Our internship programmes

Case Study:

Kasim Ali,
Early Diversity Internship Programme

I first heard about the EDIP internship through a careers event held at my university. When I attended the talk, I still classed myself as a "fresher", unknown to the concept of a graduate scheme. Listening to this talk held by the Fast Stream, it really inspired me to think about careers now in order to develop core skills which can be only be enhanced outside of academic studies. As soon I left that talk, I knew I was definitely going to apply. The EDIP seemed like the perfect opportunity to provide a springboard into the graduate world. This particular internship stood out for me amongst others due to nature of the sector you would be working in and the emphasis on diversity. I was also interested in seeing how a public organisation provides services for all citizens given the Civil Service does not have a focus on profit.

The internship was thoroughly interesting. I had the chance to experience a fast-paced environment where employees have to immerse themselves into projects. The EDIP also had great variation to it. I got the chance to participate in skills workshops, having the chance to effectively gauge what is expected of employees and learn about the intricacies of the Civil Service. I was also given many opportunities to network with so many talented Fast Streamers and learn about all the different pathways the Fast Stream has to offer. It was clear to me that everyone I met in the Civil Service was strongly passionate about their work, which really inspired to get the most out of the EDIP as possible.

One highlight that particularly stood out for me, during my time on the EDIP, was attending an Energy and Climate Change meeting. It was fascinating to be a part of talks discussing environmental problems on a national scale. Through this meeting, I was also able to recognise the importance of diversity, with different people from different backgrounds all contributing different points of view which really stood out for me. This meeting allowed me to gain an appreciation of how diversity is an essential component of the Civil Service in order to reflect a diverse society. There was also a really beneficial application workshop during the EDIP, where I was able to get helpful guidance and tips on the Fast Stream application process.

I would strongly advise anyone who is thinking about internships to apply to the EDIP without hesitation! The feeling of starting a new chapter in your life at university coupled with the daunting fact that you will have to decide a career path in the next few years was very overwhelming for me. However, undertaking the EDIP strengthened my confidence for the graduate recruitment process. I am able to take away invaluable knowledge and newly developed skills, making me eager to apply for the Fast Stream.

Our internship programmes

Case Study:

Osama Qayyum,
Summer Diversity Internship Programme

In summer 2018, I was selected to intern at the Cabinet Office as part of the Summer Diversity Internship Programme. I was with the Diversity and Inclusion Strategy Unit working on a number of exciting yet insightful projects. Luckily for me, there was also another intern working on the same project which made it all the more better.

Fortunately for us, we came in at just the right time when the team was working towards its big flagship event titled 'National Inclusion Week'.

We planned to hold a number of practical workshops which aimed to equip participants with steps they could take in order to make their own working environments more inclusive. One of the workshops was based on leadership and would highlight the importance of Inclusive leadership and how someone can strive to become an inclusive leader.

I have learned a great deal. It has truly made me appreciate the importance of inclusion in the workplace. And it has also made me realise that diversity isn't just important because we must represent our wider community, but that there is a business case for it too. Studies have frequently shown that a diverse workplace does a lot better when it comes to profitability and growth. I will certainly be taking these experiences on to my next endeavour.

One of the highlights of the internship was when I was invited to Number 10. This gave me a real insight into what goes on behind the scenes. I also had a tour of The Foreign and Commonwealth Office. One thing that was constant and really stood out throughout the internship was the sincere advice I was given by my seniors. Despite coming across interns for years, they shared the same passion and energy when talking about their work.

This internship has been a unique one for several reasons. But the one thing that has really stood out is the passion of the civil servants, the drive to make this country better day in day out. They are truly inspirational and in many ways, don't always get the credit that they deserve.

Fast Stream schemes

We offered 15 different schemes to applicants.

These follow the two models for managing the Fast Stream, centrally managed and department or profession managed.

The following schemes are currently part of the centrally managed model: Generalist, Digital, Data and Technology, Government Communication Service, Science and Engineering, Finance, Commercial, Government Statistical Service and Project Delivery.

The following schemes are managed by a department or profession: Houses of Parliament, Diplomatic Service, Government Economic Service, Government Statistical Service, Government Social Research, Government Operational Research Service and Human Resources.

Changes to the schemes

In April 2018, the Civil Service Talent Board re-affirmed that the purpose of the Fast Stream. That is to attract, develop and retain a diverse and strategic pipeline to the Senior Civil Service. A number of changes have now been introduced for the Generalist Fast Stream and the 2018 cohort who joined us at basecamp this autumn. Fast Streamers already on the scheme also benefit from the transition towards the new model. These changes include:

- implementing a “cluster” based, or career interest areas, model for generalists. We have matched over 800 Fast Streamers into one of their top three preferred clusters;
- shortening the scheme to three years (which will also apply to the Commercial and Science and Engineering schemes). This means Fast Streamers have the opportunity to bring forward their readiness for successful graduation from the programme and to take the next exciting step in their careers;
- worked with more than 30 government departments and agencies to source 12-month postings. These will give Fast Streamers greater depth, focus and stability while they develop their leadership skills; and
- worked to improve the experience for all Fast Streamers through updates to our assessment and performance policy and processes. These include our rigorous End of Scheme Assessment, to incorporate the new “success profiles” approach which focuses on leadership, behaviours and strengths.

We are currently developing an approach to external secondments where they will be discretionary to support individual development rather than mandatory for everyone.

Alongside this, we have made significant improvements to our digital capability. We have rolled out Workday (a cloud-based HR platform) to almost 2,000 Fast Streamers across the centrally managed schemes, enabling them to manage their own profiles and improving access to data and information. Fast Streamers now have access to a new intranet platform that enables communication to be more efficient, engaging and accessible.

Fast Stream schemes

Our learning offer for Fast Stream candidates

Our learning offer continues to develop. We introduced Stepping into Leadership for the first time for third-year Fast Streamers across all centrally managed schemes.

The programme supports Fast Streamers to own their leadership learning. It uses a range of activities including workshops, online tools and peer support.

Fast Streamers provide very positive feedback. They report a good balance of theory and practice. The programme helps them think about their current style of leadership and what they would like to develop.

In addition, we have:

- introduced regional courses;
- improvements to the curriculum offer based on evaluation and feedback; and
- developed two new curriculum maps for the 3 and 4-year programmes.

Fast Stream schemes

Case Study:

Sajan Bhakoo,
HR Fast Stream

When I left school, I chose to study history at university because I couldn't decide what career I wanted to go into after. When I finished that, I stayed on for a masters, because even after three years of thinking, I still didn't know. When I finished that, I joined the Fast Stream.

Sadly there had been no fourth year revelation, however the Fast Stream was perfect for that very reason. What attracted me above all else was the range of possibilities the Civil Service offered, along with the knowledge that the purpose of the graduate scheme was not tie you to a particular path, but to enable you to try different things and work out for yourself where you might want to end up.

And so, I headed off to my first posting at the Department for Transport with an entirely open mind. Straight away, I was amazed how much autonomy I was afforded by my managers, and also how much exposure my role gave me to senior leaders and politicians. More than anything, though, the role I was given was so broad that I was able to decide for myself what I wanted to prioritise, and the pieces of work I am most proud of ended up being the ones which I found myself and weren't even in my job description when I started.

The ability to simultaneously experience work as a business partner, a cohort leader, a project manager and a transformation specialist gave me the type of breadth which I longed for. With each project, I was able to slowly determine which types of work I enjoyed – and also which I did not. I was able to work out how I liked to work – and also how I did not. And, in learning more and more about how the wider Civil Service functioned, I was able to take an educated guess what future roles and departments I might find interesting – and, crucially, which I might not.

My second placement gave me everything my first placement had not. Joining the Foreign and Commonwealth Office, I moved from a large operational department, to a relatively small policy one. Thus, I was presented with a clean slate, and a whole range of completely new roles which I could use to continue my professional introspection.

Here too, the sheer range of experiences sets the Fast Stream apart from any other graduate scheme. Even just in the past few months, I have launched a new consular support policy, helped negotiate funding with HM Treasury, written a briefing for the Prime Minister from the Crisis Centre, presented numerous papers to our Executive Committee, and even met the Queen!

For me, what makes the Fast Stream so great is that even after all that, I still have no idea what I want to do when I finally graduate next year! But half the fun is taking all the opportunities which come your way and letting your career build around you, rather than the other way round.

Fast Stream schemes

Case Study:

James Yan,
Generalist Fast Stream

I first heard about the Fast Stream when I was doing my A levels but didn't really know what it was. After more research I thought it could be a really interesting career path to try and pursue. So I looked into how I could gain more insight into the sector and prepare for applying. I did the Summer Diversity Internship Programme (SDIP) and was placed in the Future of Europe strategy team at the FCO for six weeks. This gave me a good understanding of the how the Civil Service works. And it made me appreciate the efforts of the Civil Service to increase diversity in its people to reflect the society it serves. My ethnic background is Chinese and there aren't many people like me in the Civil Service. So it was great to be able to add my perspective to the conversation. The SDIP made me decide I really wanted to apply for the Fast Stream. My next step was ensuring I put in the best application I could.

In my final year of studying International Management and French at University of Bath I dedicated a lot of time to practising online tests and going through my previous work experience (I worked at a startup for my year abroad) to see what competencies I could cover. The hard work paid off and I started the generalist Fast Stream in October 2015. My first posting was in UK Export Finance UKEF) doing product development. I appreciated the amount of responsibility and training I got from day one. This is something that I really value about my experience in the Fast Stream. There have been plenty of opportunities in my various postings to develop my skills as a leader.

After UKEF I went on to be a devolution strategy policy adviser at Department for Communities and Local Government, a children and young people's policy adviser for Barnet council during my secondment, a contracts manager at Department for Work and Pensions, a High Value Campaigns programme manager at Department for International Trade (DIT) and right now I am working on the Comprehensive and Progressive and Agreement for Trans Pacific Partnership also in DIT.

In my experience I have found the culture in the Civil Service to be supportive, positive and collaborative. In general, there is an unwavering commitment to honesty and integrity, values which I hold very dear and ones which are crucial for public service and in any walk of life. I have thoroughly enjoyed my time on the Fast Stream. And am still amazed at the variety of work you can get stuck into to help improve different aspects of society.

Fast Stream schemes

Case Study:

Trudie Jeffery,
Grade Manager, Department for Exiting the European Union (DExEU)

In the DExEU, we recognise the importance of having Fast Streamers to help us meet our business objectives as well the valuable development we can give them.

We have a mixed employment model. We use all talent pipelines available to us, drawing in expertise through loans, talent schemes, external hires and secondments. Fast Streamers are critical for us to meet our flexible resourcing requirements. We recognise that for Fast Streamers, in these exceptional times in government, working in DExEU is an important part of their ongoing development and ability to work with complexity and at pace.

We have a comprehensive pastoral care, onboarding and induction process. This makes sure the Fast streamers in DExEU get all the development and stretch they need to do their job and to help them demonstrate the breadth and depth they need to be effective senior civil servants. This is all supported by the Fast Stream team who help us to deliver this vision by running workshops for our activity managers and resilience workshops for the Fast Streamers.

The department and I appreciate all the ongoing help and assistance the Fast Stream team have given us by also working together in agreeing to extensions and other solutions to help with our business deliverables. Their flexibility and working at pace to accommodate our considered requests is a true example of excellent teamwork and collaborative working between DExEU and FSET, resulting in both business and individual needs being met.

Testimonies from Fast Streamers currently working in DExEU

Georgina Holmes
Year 1 Generalist Fast Stream

DExEU is quite different from other departments in that everything changes so quickly. You have to be able to adapt and fling yourself into whatever situation comes your way. That being said, developing that adaptability stands you in really good stead for future postings and is a good life skill in general! DExEU is also a great platform to learn about how different departments work. Much of the work here involves communicating across Whitehall and having your eye on lots of different policy areas. I've really enjoyed my time here so far and think it's a really good place to start or continue your Fast Stream experience.

Fast Stream schemes

Testimonies from Fast Streamers currently working in DExEU

Nick Edmonds
Year 2 Generalist Fast Stream

Working in DExEU as a Fast Streamer is a truly unique experience. It's a chance to see, right from the middle of it all, how government is tackling one of the greatest programmes of change since the second world war. Wherever you are across the department, opportunities abound to play your part in delivering stimulating and high-level work. This ranges from supporting negotiations or planning for the future economic partnership, to ensuring that the United Kingdom is fully prepared to adapt to whatever the outcome of Brexit may be. There is a big contingent of Fast Streamers around the department. I've struck up a number of good friendships here, and I've always been able to talk to my manager, or peers if I've ever needed support. DExEU recognises that it is a very different environment in which to operate. The department runs a comprehensive set of introductory and training sessions when you start, making sure you're comfortable with the EU context and have the skills to contribute, develop yourself and enjoy your time here.

Chris Sidhu
Year 2 Generalist Fast Stream

My time at DExEU has provided me with an environment in which I can develop my skills at an accelerated pace, even by Fast Stream standards. The constantly shifting context of Exit provides Fast Streamers with plenty of opportunities to be involved with and to have responsibility for significant and exciting pieces of work. This is a chance to shape the outcome of the most significant political issue of our time and to see it unfold from a ringside seat.

DExEU is a young and flexible department that isn't stifled by unnecessary hierarchy or undue process. It's really about who's the right person to be in the room and do the job. Being a central department means that you interact with officials across Whitehall, across the country and internationally, allowing you to gain exposure to a range of policy areas and ways of working all while staying in a single role. I've had regular ministerial exposure, both to junior and senior ministers across Whitehall and have been to Brussels and various parts of the UK during my time here.

Fast Stream schemes

Testimonies from Fast Streamers currently working in DExEU

Dylan Bruce
Year 2 Generalist Fast Stream

The fast-moving and varied work in DExEU is constantly providing me with new ways to stretch and develop, learning new skills and taking opportunities to be a bigger part of 'bigger' work. This is notwithstanding the fascinating experience of working on the frontline of one the UK's most significant and complex policy problems in recent history. I've found myself leading cross Whitehall processes, organising diplomatic engagement and getting to grips with the intersection of international and domestic policy in a way I can't imagine getting close to in another department.

Absent an entrenched hierarchical culture, the department is fresh and flexible. Rewarding capability and letting you make your mark on a department that's work is being formed day by day, minute by minute, by Fast Streamers like me. The people in DExEU are usually driven, intelligent and have taken their role to rise to a new challenge. It is exactly the kind of attitude and culture that we are encouraged towards in the Fast Stream. The benefits are only multiplied when that is replicated across the whole department. On top of all this, there is an excellent support system and a real attentiveness to important issues like mental health. I've often felt challenged and stretched in DExEU, but very rarely have I felt stressed or unhappy.

Thomas Charles
Year 4 Generalist Fast Stream

If you're going to be a civil servant then working on the hottest political topics and the greatest delivery challenges of the day ought to what drives you. There's no doubt that Brexit, and therefore working in DExEU, fulfil those aspirations.

The extraordinary complexity and challenging nature of the work has pushed me to expedite my development, gaining a breadth and depth of experience that might take far longer to gain in any other government department. That stretch has also enabled me to perform a grade above my level and benefit from the experience of doing so.

The reactive and collaborative nature of the work means that there are endless opportunities to pick up new areas of work or push yourself further in areas where you recognise a development need or a requirement to fill a competency gap.

In spite of the challenges and pressures associated with working on such a complex task, the culture in DExEU is very collaborative, supportive and kind.

Fast Stream schemes

Testimonies from Fast Streamers currently working in DExEU

Joel Rosen
Year 4 Generalist Fast Stream

I've worked in DExEU for a year and seven months now; first in the Market Access and Budget Directorate, and then after a short secondment in the International Agreements and Trade Directorate. I'm now the Senior Policy Adviser for Switzerland in the 'Near Neighbours' (EFTA and Turkey) Team. I'm responsible for transitioning our agreements with Switzerland. It's a heady mix of policy, diplomacy, programme management, and law. And I wouldn't give it up for the world!

I was drawn to DExEU for two main reasons. It's arguably the greatest challenge the UK has faced since the Second World War. I couldn't think of a better environment in which to develop myself as a leader than the complex and highly ambiguous one Brexit presented me with. Secondly, I knew early on that this department would draw in some of the best and brightest civil servants (and non-civil servants too). People from whom I could learn and gain new skills.

So far, my time here has exceeded my expectations. I've had the privilege of helping build a new department from scratch, and still see some of the things I put in place a year on. DExEU took in a lot of Fast Streamers from the start. We've played a huge role in shaping it, and have taken on roles involving enormous amounts of responsibility – from heading up bill teams to negotiating new international agreements. But as much as I've shaped DExEU, it's shaped me too. I feel I've become a better policy official with a wider range of skills. A leader who can flex his style to the situation and deliver collaboratively and inclusively under extreme pressure.

Yes, it can get hectic at times, but it's exciting and no day's the same. You learn to thrive in ambiguity and uncertainty and embrace your exceptional context. DExEU's got a friendly, collaborative and inclusive culture. Your colleagues have always got your back, and no matter how tough it gets we all support each other. It's no wonder we enjoy one of the highest people survey scores in Whitehall, and we attract some of the brightest and most highly skilled staff.

I'm keen to stay in this department for as long as I can. With the new challenges every day brings, the learning curve here has never flattened for me. I feel completely at home in this environment. While I don't know exactly where my journey will take me, I do know it's going to be absolutely thrilling and I think I'll continue to enjoy every minute of it.

Fast Stream schemes

Case Study:

Kohinoor Meghji,
Senior HR Business Partner, Government Communication Service (GCS)

The development of diverse confident, inspiring and empowering leaders is a priority for GCS. That's why the Directors of Communication across the GCS collectively endorsed this specialist scheme. The GCS Fast Stream attracts passionate, talented individuals. They are keen to develop their skills while making an immediate impact in their teams. My team leads on defining the right experience and training to grow GCS Fast Streamers into leadership roles in some of our most high profile positions.

We give Fast Streamers the opportunity to demonstrate the full breadth of their skills working on communication projects across government. Communication is crucial in successful policy implementation. Whether it is raising awareness, influencing attitudes and behaviour, promoting effective operation of government services, supporting our citizens in times of crisis or helping them to understand decisions made. Fast Streamers in these roles learn the importance of balancing sound judgement and the ability to innovate with a different way of thinking. They add value by providing well-considered constructive challenge, sharing insights and best practice from their experience in other government departments and delivering impactful results.

We have been able to place GCS Fast Streamers into a range of roles across the main communications disciplines. Working on campaigns such as GREAT, people's pensions, public service recruitment, Change4Life, modern slavery, and apprenticeships. From the Number 10 digital team to strategic communications in the Foreign Commonwealth Office, internal communications in the Ministry of Defence and Campaigns in the Cabinet Office.

This scheme is one of a number of early talent initiatives for the profession, with GCS Fast Streamers playing an important role in ensuring our profession continues to be one of the most renowned, both within and outside of government. We look forward to developing the next cohort of future communication leaders.

Success measures

The success of the Fast Stream and Fast Track Apprenticeship is measured against a considered set of key performance indicators.

These indicators measure our success against our strategic objectives and are monitored by the Research and Analysis team within Fast Stream and Early Talent.

Attraction and recruitment

- The percentage of individuals by diversity category who apply to Fast Stream and its comparison to diversity in eligible candidate pools as measured by external benchmarks provided by the Higher Education Statistics Agency (HESA);
- The percentage of individuals by diversity category who apply to Fast Track and its comparison to diversity in eligible candidate pools as measured by external benchmarks.;
- The diversity of individuals appointed and its comparison to diversity in eligible candidate pools as measured by external benchmarks; and
- The length of the Fast Stream recruitment process from application to offer (Time to Offer) for at least 51% of applicants.

For Fast Stream, we source data from the Higher Education Statistics Agency (HESA).

Finding appropriate benchmarks for the Fast Track is challenging because of the requirements for Fast Track: that applicants must have five A* to C GCSEs but no degree. Isolating that population is not possible. Consequently, we have selected benchmarks on the basis that it must be:

a. from government data, as recent as reasonably possible; and

b. subject to reasonable pragmatic adjustments when there is a clear argument to do so.

Data sources include the Census, the Family Resource Survey, the Labour Force Survey and ONS Experimental Statistics on Sexual Identity.

The 2016 Bridge Group report stated the average time between an applicant applying for a graduate position and receiving an offer is eleven weeks. On average the Public Sector had the longest time from application to offer (15.5 weeks) while the IT and Telecommunications sector had the shortest (6.8 weeks). The Fast Stream time from application to offer at the time ranged from 18 to 31 weeks.

Our time to offer in 2017 was 24.6 weeks (median). In 2018 we achieved our goal of 12.9 weeks (median).

Success measures

Following appointment

- The proportion of individuals passing End of Scheme Assessments (ESA).

It is through these indicators we will demonstrate our progress in attracting and retaining people of talent and experience from a range of sectors and all walks of life in our Fast Track Apprenticeships and Fast Stream schemes.

Detailed analysis

The detailed analysis section presents statistics on the registrations, applications and recommended for appointments to Fast Stream and Early Talent programmes for the 2017 and 2018 recruitment period.

Changes from previous editions

We are continuously looking to improve the way we present our statistics, provide better readership and ensuring statistics remain central to our purpose. With this aim, we have made the following changes from previous editions:

- condensed the headline statistics by diversity category for the Fast Stream into one central table, similar to those presented for Fast Track Apprenticeship (FT), Summer Diversity Internship (SDIP) and Early Diversity Internship programmes (EDIP);
- removed breakdown by Fast Stream scheme to provide a greater focus on the bigger picture of the Fast Stream programme;
- improved the readership of the university breakdown and degree subject tables by grouping universities into known comparison groups, degree subjects into higher categories and schemes into clusters;
- edited titles to make table meanings clearer, where needed;
- added footnotes to provide further details and clarity, where needed.
- degree class is no longer a mandatory required field by applicants, therefore we no longer report analysis by degree class;
- under sexual orientation, grouped 'Other' with Lesbian, Gay and Bisexual (LBG) to have a new grouping classification of 'Lesbian, Bisexual, Gay and Other' (LGBO); and
- socio-economic measures based on parental occupation and free school meals are now the preferred methods of attributing socio-economic status by a number of government departments including the Cabinet Office, therefore we no longer report analysis by school type for the Fast Stream. Given the eligibility of the Fast Track programme, analysis by school type is presented along with other key socio-economic measures at this level.

Statistical disclosure control

The introduction of the General Data Protection Regulation (GDPR) has meant a review of our data practices and collections to ensure they are fit for purpose and that we appropriately present publications based on ethical, practical or legal considerations. Furthermore, the Government Statistical Service (GSS) and Government Social Research Service (GSR) approved guidance requires us to take reasonable steps to ensure that our published or disseminated statistics protects the confidentiality of individuals on our programmes.

Detailed analysis

Disclosure control refers to the methods that reduce the risk that confidential information is published. These methods are applied if ethical, practical or legal considerations require the data to be protected. Disclosure control involves modifying presented data so that the risk of identifying individuals is reduced, but at the same time attempts to find a balance between improving confidentiality protection and maintaining an acceptable level of quality and transparency in the published data.

The following disclosure control methodologies have been applied to the tables in this publication:

- aggregation of tables into higher summaries;
- primary suppression – counts of individuals less than 5 are not disclosed. Where this action has been taken, the reported data value has been recorded with an asterisk (*);
- secondary suppression – further suppression on other reported categories may be required where a primary suppression has taken place. In these instances, the primary suppressed value can be calculated or deduced from other data presented in the table. Note – secondary suppressed values are not strictly defined to counts of individuals less than 5. Where this action has been taken, the reported data value has been recorded with an asterisk (**);
- percentages related to suppressed counts of individuals are not disclosed. Where this action has been taken, the reported data point has been recorded with a dash (-) in-line with all other non-calculable percentages; and
- in some cases, 0 values can be revealing when tabulated with primary and secondary suppressed values, totals and other data presented in the table. In these instances, 0 values will be suppressed.

It should be noted, that groups or categories may not tally to totals where suppression has taken place.

Data true as of records held at 1 October 2018.

Feedback

We will be completing a review of the way we present, disclose and communicate data for future reports. Any comments or suggestions on the structure, presentation or usability of statistics in this report are greatly appreciated and will be helpful in driving future changes.

Please contact us with your feedback at: fset.research_analysis@cabinetoffice.gov.uk.

Table 1: Headline Summary, Fast Stream Recruitment 2017

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

	Vacancies	Registrations	Applications	Recommended for appointment	Success rate (as % of applicants)	Declined appointment
Grand Total	**1,330**	**43,952**	**40,570**	**1,233**	**3.0%**	**193**

Graduate Fast Stream

	Vacancies	Applications (by first preference)	Recommended for appointment	Success rate	Declined Appointment
Generalist	458	6,547	567	8.7%	98
Houses Of Parliament	*	2,339	*	*	*
Diplomatic Service	60	11,543	52	0.5%	N/A
Science and Engineering	**	1,714	**	**	**
Total	**540**	**22,143**	**645**	**2.9%**	**106**

Other Fast Stream Schemes

	Vacancies	Applications (by first preference)	Recommended for appointment	Success rate	Declined Appointment
Government Economic Service	259	1,063	118	11.1%	N/A
Government Statistical Service	55	470	24	5.1%	**
Government Social Research	69	2,820	29	1.0%	N/A
Government Operational Research Service	55	509	33	6.5%	N/A
Digital and Technology	66	1,384	56	4.0%	N/A
Commercial	43	1,426	53	3.7%	13
Finance	71	1,984	69	3.5%	27
Human Resources	80	3,241	108	3.3%	40
Government Communication Service	25	1,935	25	1.3%	N/A
European[1]	N/A	1,846	N/A	N/A	N/A
Project Delivery	67	1,749	73	4.2%	*
Total	**790**	**18,427**	**588**	**3.2%**	**87**

Notes:

[1]Applicants to the European Fast Stream scheme were transitioned to the Generalist scheme mid-way through the application process, following the decision to no longer offer a European scheme pathway after the EU referendum result.

N/A - data is not available.

* Primary suppression.

** Secondary suppression.

Table 2: In-service Fast Stream Competition, Fast Stream Recruitment 2017

Total

	Applications	Recommended for appointment	Overall success rate (as % of applicants)	Declined appointment
Total	**4,105**	**89**	**2.2%**	**N/A**

Gender

	Male		Female		Other & don't know / prefer not to say / non-respondents		Total
	Number	% known	Number	% known	Number	% total	
Applications	2,196	54.5%	1,832	45.5%	77	1.9%	**4,105**
Recommended for appointment	46	51.7%	43	48.3%	0	0.0%	**89**

Ethnicity

	White		Ethnic Minority		Non-respondents		Total
	Number	% known	Number	% known	Number	% total	
Applications	2,712	69.6%	1,186	30.4%	207	5.0%	**4,105**
Recommended for appointment	71	**	**	-	*	-	**89**

Disability

	Non-disabled		Disabled		Prefer not to say / non-respondents		Total
	Number	% known	Number	% known	Number	% total	
Applications	3,551	89.6%	414	10.4%	140	3.4%	**4,105**
Recommended for appointment	74	83.1%	15	16.9%	0	0.0%	**89**

Notes:
N/A - data is not available.
* Primary supression.
** Secondary suppression.
% of known refers to proportions calculated off responded or known categories only.

Table 3: Breakdown by Diversity, Fast Stream Recruitment 2017

Excluding In-Service Fast Stream Competition

Gender

	Male			Female			Other & don't know / prefer not to say / non-respondents			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	19,873	48.8%	-	20,890	51.2%	-	3,189	7.3%		**43,952**	-
Applications	19,548	48.8%	-	20,487	51.2%	-	535	1.3%		**40,570**	-
Recommended for appointment	562	46.2%	2.9%	654	53.8%	3.2%	17	1.4%	3.2%	**1,233**	**3.0%**

Ethnicity

	White			Ethnic Minority			Non-respondents			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	28,912	72.4%	-	11,013	27.6%	-	4,027	9.2%	-	**43,952**	-
Applications	28,476	72.6%	-	10,733	27.4%	-	1,361	3.4%	-	**40,570**	-
Recommended for appointment	985	81.7%	3.5%	221	18.3%	2.1%	27	2.2%	2.0%	**1,233**	**3.0%**

Disability

	Non-disabled			Disabled			Prefer not to say / non-respondents			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	37,879	93.8%	-	2,518	6.2%	-	3,555	8.1%	-	**43,952**	-
Applications	37,121	93.8%	-	2,472	6.2%	-	977	2.4%	-	**40,570**	-
Recommended for appointment	1,094	91.0%	2.9%	108	9.0%	4.4%	31	2.5%	3.2%	**1233**	**3.0%**

Sexual Orientation

	Heterosexual			Lesbian/Gay/Bisexual/Other (LGBO)[1]			Prefer not to say / non-respondents			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	35,840	91.3%	-	3,432	8.7%	-	4,680	10.6%	-	**43,952**	-
Applications	35,199	91.2%	-	3,376	8.8%	-	1,995	4.9%	-	**40,570**	-
Recommended for appointment	1,036	89.1%	2.9%	127	10.9%	3.8%	70	5.7%	3.5%	**1,233**	**3.0%**

Socio-economic Background

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents and non-working			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	24,771	69.4%	-	6,057	17.0%	-	4,883	13.7%	-	8,241	18.8%	-	**43,952**	-
Applications	24,427	69.4%	-	5,967	17.0%	-	4,805	13.7%	-	5,371	13.2%	-	**40,570**	-
Recommended for appointment	884	79.5%	3.6%	136	12.2%	2.3%	92	8.3%	1.9%	121	9.8%	2.3%	**1,233**	**3.0%**

Free School Meals

	Not eligible for Free School Meals			Eligible for Free School Meals			Prefer not to say / non-respondents			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	25,812	82.1%	-	5,616	17.9%	-	12,524	28.5%	-	**43,952**	
Applications	25,439	82.2%	-	5,512	17.8%	-	9,619	23.7%	-	**40,570**	-
Recommended for appointment	916	88.2%	3.6%	122	11.8%	2.2%	195	15.8%	2.0%	**1,233**	**3.0%**

Notes:

[1]LGBO stands for Lesbian. Gay, Bisexual and Other. This is a new grouping classification that has been introduced in the 2017/18 report.

% of known refers to proportions calculated off responded or known categories only.

Table 4: Detailed Breakdown of Ethnicity, Fast Stream Recruitment 2017

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

	Applications			Recommended for appointment			Success rate
	Number	% known	% total	Number	% known	% total	
White - British	25,353	64.7%		887	73.5%		3.5%
White - Irish	583	1.5%		20	1.7%		3.4%
White - Gypsy or Irish Traveller	12	0.0%		*	-		-
White - Any Other White Background	2,528	6.4%		78	6.5%		3.1%
Asian or Asian British - Bangladeshi	747	1.9%		12	1.0%		1.6%
Asian or Asian British - Indian	1,913	4.9%		52	4.3%		2.7%
Asian or Asian British - Pakistani	1,388	3.5%		17	1.4%		1.2%
Asian or Asian British - Any other Asian background	675	1.7%		13	1.1%		1.9%
Black or Black British - African	2,590	6.6%		21	1.7%		0.8%
Black or Black British - Caribbean	510	1.3%		12	1.0%		2.4%
Black or Black British - Any other Black background	145	0.4%		*	-		-
Chinese or other ethnic group - Chinese	436	1.1%		9	0.7%		2.1%
Mixed - White and Asian	705	1.8%		32	2.7%		4.5%
Mixed - White and Black African	218	0.6%		8	0.7%		3.7%
Mixed - White and Black Caribbean	338	0.9%		11	0.9%		3.3%
Mixed - Any other Mixed background	590	1.5%		26	2.2%		4.4%
Any other ethnic background	478	1.2%		**	-		-
Non-respondents	1,361		3.4%	27		2.2%	2.0%
Total	**40,570**			**1,233**			**3.0%**

Notes:

* Primary suppression.

** Secondary suppression.

Table 5: Analysis by University, Fast Stream Recruitment 2017

Excluding In-Service Fast Stream Competition

	Graduate Fast Stream		Analytical Schemes		Specialist Schemes		Total		Total success rate
	Applications	Recommended for appointment	Applications	Recommended for appointment	Applications	Recommended for appointment	Applications	Recommended for appointment	
Oxbridge	1,438	134	145	31	285	34	**1,868**	**199**	10.7%
Russell Group excluding Oxbridge	9,697	352	1,832	111	4,362	207	**15,891**	**670**	4.2%
Other	8,728	102	2,417	41	7,290	103	**18,435**	**246**	1.3%
Non-respondents	2,280	57	468	21	1,628	40	**4,376**	**118**	2.7%
Total	**22,143**	**645**	**4,862**	**204**	**13,565**	**384**	**40,570**	**1,233**	3.0%

Notes:
Analytical schemes: Government Economic Service, Government Social Research Service, Government Operational Research Service, Government Statistical Service.
Specialist schemes: Commercial, Digital & Technology, European, Finance, Government Communications, Human Resources, Project Delivery.

Table 6: Analysis by Degree Type, Fast Stream Recruitment 2017

Excluding In-Service Fast Stream Competition

	Graduate Fast Stream		Analytical Schemes		Specialist Schemes		Total[1]		Total success rate
	Applications	Recommended for appointment	Applications	Recommended for appointment	Applications	Recommended for appointment	Applications	Recommended for appointment	
Science subject areas	3,770	88	1,019	54	2,513	69	**7,302**	**211**	2.9%
Non-science subject areas	17,850	548	3,774	149	10,621	303	**32,245**	**1,000**	3.1%
Total[1]	**21,620**	**636**	**4,793**	**203**	**13,134**	**372**	**39,547**	**1,211**	**3.1%**

Notes:

[1]Totals are a sum of Science and Non-Science subjects.

Non-respondents are not reported due to statistical disclosure control.

Analytical schemes: Government Economic Service, Government Social Research Service, Government Operational Research Service, Government Statistical Service.

Specialist schemes: Commercial, Digital & Technology, European, Finance, Government Communications, Human Resources, Project Delivery.

Table 7: Summary and Breakdown by Diversity, Interships Recruitment 2017

Summer Diversity Internship Programme (SDIP)

Applications	Recommended for appointment	Overall success rate (as % of applicants)	Withdrawals
2,684	357	13.3%	N/A

Gender

	Male			Female			Other & don't know / prefer not to say / non-respondents			Total
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	
Applications	1,016	38.3%	-	1,637	61.7%	-	31	1.2%		2,684
Recommended for appointment	123	34.5%	12.1%	234	65.5%	14.3%	0	0.0%	0.0%	357

Ethnicity

	White			Ethnic Minority			Non-respondents			Total
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	
Applications	631	23.9%	-	2,013	76.1%	-	40	1.5%		2,684
Recommended for appointment	**	-	-	252	**	12.5%	*	-	-	357

Socio-economic Background

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents and non-working			Total
	Number	% known	Success rate	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	
Applications	968	52.2%	-	314	16.9%	-	572	30.9%	-	830	30.9%	-	2,684
Recommended for appointment	169	59.1%	17.5%	43	15.0%	13.7%	74	25.9%	12.9%	71	19.9%	8.6%	357

Disability

	Non-disabled			Disabled			Don't know/prefer not to say and non-respondents			Total
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	
Applications	2,286	88.2%	-	307	11.8%	-	91	3.4%	-	2,684
Recommended for appointment	284	82.1%	12.4%	62	17.9%	20.2%	11	3.1%	12.1%	357

Early Diversity Internship Programme (EDIP)

Applications	Recommended for appointment	Overall success rate (as % of applicants)	Withdrawals
721	128	17.8%	N/A

Gender

	Male			Female			Other, don't know/prefer not to say and non-respondents			Total
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	
Applications	**	-	-	442	**	-	*	-		721

Table 8: Summary and Breakdown by Diversity, Fast Track Recruitment 2017

Total

Registrations	Applications	Recommended for appointment	Overall success rate
23,717	**21,561**	**838**	**3.9%**

Gender

	Male			Female			Other & don't know / prefer not to say / non-respondents			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	12,081	54.6%		9,941	44.9%		1,695	7.1%		**23,717**	
Applications	11,800	54.7%		9,650	44.8%		111	0.5%		**21,561**	
Recommended for appointment	470	56.1%	4.0%	363	43.3%	3.8%	5	0.6%	4.5%	**838**	**3.9%**

Ethnicity

	White			Ethnic Minority			Non-respondents			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	17,078	77.2%		5,048	22.8%		1,591	6.7%		**23,717**	
Applications	16,656	77.3%		4,890	22.7%		15	0.1%		**21,561**	
Recommended for appointment	725	86.5%	4.4%	113	13.5%	2.3%	0	0.0%	0.0%	**838**	**3.9%**

Disability

	Non-disabled			Disabled			Non-respondents			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	20,678	94.8%		1,132	5.2%		1,907	8.0%		**23,717**	
Applications	20,031	94.8%		1,098	5.2%		432	2.0%		**21,561**	
Recommended for appointment	762	92.4%	3.8%	63	7.6%	5.7%	13	1.6%	3.0%	**838**	**3.9%**

Sexual Orientation

	Heterosexual			Lesbian/Gay/Bisexual/Other (LGBO)[1]			Non-respondents			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	20,464	92.5%		1,653	7.5%		1,600	6.7%		**23,717**	
Applications	19,923	92.5%		1,614	7.5%		24	0.1%		**21,561**	
Recommended for appointment	761	90.8%	3.8%	77	9.2%	4.8%	0	0.0%	0.0%	**838**	**3.9%**

Age

	16-18			19-20			21-22			23-24			25 and over			Non-respondents			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% known	Success rate	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	5,095	22.1%		3,926	17.0%		3,106	13.5%		2,628	11.4%		8,288	36.0%		674	2.8%		**23,717**	
Applications	4,780	22.2%		3,676	17.0%		2,908	13.5%		2,482	11.5%		7,715	35.8%		0	0.0%		**21,561**	
Recommended for appointment	193	23.0%	4.0%	153	18.3%	4.2%	136	16.2%	4.7%	81	9.7%	3.3%	275	32.8%	3.6%	0	0.0%	0.0%	**838**	**3.9%**

Table 9: Detailed Breakdown of Ethnicity, Fast Track Recruitment 2017

Ethnicity

	Applications			Recommended for appointment			Success rate
	Number	% known	% total	Number	% known	% total	
White - British	16,084	75.4%		717	85.9%		4.5%
White - Irish	97	0.5%		*	-		-
White - Gypsy or Irish Traveller	10	0.0%		*	-		-
White - Any other White background	465	2.2%		5	0.6%		1.1%
Asian or Asian British - Bangladeshi	514	2.4%		10	1.2%		1.9%
Asian or Asian British - Indian	814	3.8%		28	3.4%		3.4%
Asian or Asian British - Pakistani	882	4.1%		19	2.3%		2.2%
Asian or Asian British - Any other Asian background	207	1.0%		*	-		-
Black or Black British - African	690	3.2%		*	-		-
Black or Black British - Caribbean	282	1.3%		7	0.8%		2.5%
Black or Black British - Any other Black background	77	0.4%		*	-		-
Chinese or other ethnic group - Chinese	80	0.4%		*	-		-
Mixed - White and Asian	188	0.9%		6	0.7%		3.2%
Mixed - White and Black African	101	0.5%		*	-		-
Mixed - White and Black Caribbean	270	1.3%		6	0.7%		2.2%
Mixed - Any other Mixed Background	163	0.8%		*	-		-
Other ethnic group - Arab	46	0.2%		*	-		-
Any other ethnic background	576	2.7%		18	2.2%		3.1%
Non-respondents	15		0.1%	*	-		-
Total	**21,561**			**838**			**3.9%**

Table 10: Analysis by Socio-economic Background, Fast Track Recruitment 2017

School Type

	A state-run or state-funded school - Non-selective			A state-run or state-funded school - Selective on academic, faith or other grounds			Independent or fee-paying school - No bursary			Independent or fee-paying school - Bursary			Non-respondents			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	11,883	67.5%		5,015	28.5%		477	2.7%		227	1.3%		6,115	25.8%		**23,717**	
Applications	11,648	67.4%		4,939	28.6%		468	2.7%		220	1.3%		4,286	19.9%		**21,561**	
Recommended for appointment	516	67.9%	4.4%	202	26.6%	4.1%	27	3.6%	5.8%	15	2.0%	6.8%	78	9.3%	1.8%	**838**	**3.9%**

Free School Meal Eligibility

	Eligible for free school meals			Not eligible for free school meals			Non-respondents			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	4,242	23.5%		13,842	76.5%		5,633	23.8%		**23,717**	
Applications	4,169	23.5%		13,556	76.5%		3,836	17.8%		**21,561**	
Recommended for appointment	123	16.7%	3.0%	613	83.3%	4.5%	102	12.2%	2.7%	**838**	**3.9%**

Whether Parents Went To University

	Parents went to university			Parents did not go to university			Non-respondents			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	6,011	29.1%		14,643	70.9%		3,063	12.9%		**23,717**	
Applications	5,906	29.1%		14,396	70.9%		1,259	5.8%		**21,561**	
Recommended for appointment	291	36.5%	4.9%	506	63.5%	3.5%	41	4.9%	3.3%	**838**	**3.9%**

Socio-economic Background

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & manual occupations			Non-respondents and non-working			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	8,827	54.5%		3,274	20.2%		4,098	25.3%		7,518	31.7%		**23,717**	
Applications	8,673	54.4%		3,233	20.3%		4,026	25.3%		5,629	26.1%		**21,561**	
Recommended for appointment	406	60.2%	4.7%	136	20.2%	4.2%	132	19.6%	3.3%	164	19.6%	2.9%	**838**	**3.9%**

Notes:

Table 11: Headline Summary, Fast Stream Recruitment 2018

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

	Vacancies	Registrations	Applications	Recommended for appointment	Success rate (as % of applicants)	Declined appointment
Grand Total	**1,305**	**48,898**	**40,457**	**1,411**	**3.5%**	**181**

Graduate Fast Stream

	Vacancies	Applications (by first preference)	Recommended for appointment	Success rate	Declined Appointment
Generalist	368	5511	501	9.1%	51
Houses Of Parliament	*	2520	*	*	*
Diplomatic Service	75	12266	71	0.6%	*
Science and Engineering	**	2011	**	**	*
Total	**462**	**22,308**	**594**	**2.7%**	**57**

Other Fast Stream Schemes

	Vacancies	Applications (by first preference)	Recommended for appointment	Success rate	Declined Appointment
Government Economic Service	291	1223	200	16.4%	16
Government Statistical Service	70	450	76	16.9%	15
Government Social Research Service	73	3044	100	3.3%	*
Government Operational Research Service	70	446	46	10.3%	9
Digital and Technology	85	1663	77	4.6%	18

Commercial	28	1677	38	2.3%	13
Finance	60	2314	89	3.8%	28
Government Communication Service	15	1949	15	0.8%	*
Human Resources	69	3286	78	2.4%	10
Project Delivery	82	2097	98	4.7%	10
Total	**843**	**18,149**	**817**	**4.5%**	**124**

Notes:

* Primary suppression.

** Secondary suppression.

Table 12: In-service Fast Stream Competition, Fast Stream Recruitment 2018

Total

	Applications	Recommended for appointment	Overall success rate (as % of applicants)	Declined appointment
Total	**4,469**	**174**	**3.9%**	**7**

Gender

	Male		Female		Other & don't know / prefer not to say / non-respondents		Total
	Number	% known	Number	% known	Number	% total	
Applications	2,428	55.7%	1,931	44.3%	110	2.5%	**4,469**
Recommended for appointment	106	62.7%	63	37.3%	5	2.9%	**174**

Ethnicity

	White		Ethnic Minority		Non-respondents		Total
	Number	% known	Number	% known	Number	% total	
Applications	2,806	66.7%	1,403	33.3%	260	5.8%	**4,469**
Recommended for appointment	135	81.8%	30	18.2%	9	5.2%	**174**

Disability

	Non-disabled		Disabled		Prefer not to say / non-respondents		Total
	Number	% known	Number	% known	Number	% total	
Applications	3,848	89.4%	458	10.6%	163	3.6%	**4,469**
Recommended for appointment	148	**	**	-	*	-	**174**

Notes:
* Primary supression.
** Secondary suppression.
% of known refers to proportions calculated off responded or known categories only.

Table 13: Breakdown by Diversity, Fast Stream Recruitment 2018

Excluding In-Service Fast Stream Competition

Gender

	Male			Female			Other & don't know / prefer not to say / non-respondents			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	20,076	47.5%		22,196	52.5%		6,626	13.6%		**48,898**	-
Applications	18,997	47.8%		20,784	52.2%		676	1.7%		**40,457**	-
Recommended for appointment	652	47.1%	3.4%	732	52.9%	3.5%	27	1.9%	4.0%	**1,411**	**3.5%**

Ethnicity

	White			Ethnic Minority			Non-respondents			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	28,428	68.8%		12,907	31.2%		7,563	15.5%		**48,898**	-
Applications	26,779	68.8%		12,124	31.2%		1,554	3.8%		**40,457**	-
Recommended for appointment	1,152	84.2%	4.3%	216	15.8%	1.8%	43	3.0%	2.8%	**1,411**	**3.5%**

Disability

	Non-disabled			Disabled			Prefer not to say / non-respondents			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	39,029	93.1%	-	2,874	6.9%	-	6,995	14.3%		**48,898**	-
Applications	36,662	93.2%	-	2,689	6.8%	-	1,106	2.7%		**40,457**	-
Recommended for appointment	1,234	90.1%	3.4%	135	9.9%	5.0%	42	3.0%	3.8%	**1,411**	**3.5%**

Sexual Orientation

	Heterosexual			Lesbian/Gay/Bisexual/Other (LGBO)[1]			Prefer not to say / non-respondents			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	36,871	90.6%	-	3,811	9.4%	-	8,216	16.8%		**48,898**	-
Applications	34,731	90.7%	-	3,572	9.3%	-	2,154	5.3%		**40,457**	-
Recommended for appointment	1,137	86.7%	3.3%	174	13.3%	4.9%	100	7.1%	4.6%	**1,411**	**3.5%**

Socio-economic Background

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents and non-working			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	23,619	71.2%	-	4,149	12.5%	-	5,427	16.3%	-	15,703	32.1%	-	**48,898**	-
Applications	22,364	71.3%	-	3,909	12.5%	-	5,111	16.3%	-	9,073	22.4%	-	**40,457**	-
Recommended for appointment	964	81.8%	4.3%	107	9.1%	2.7%	107	9.1%	2.1%	233	16.5%	2.6%	**1,411**	**3.5%**

Free School Meals

	Not eligible for Free School Meals			Eligible for Free School Meals			Prefer not to say / non-respondents			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	25,768	80.4%	-	6,274	19.6%	-	16,856	34.5%		**48,898**	-
Applications	24,379	80.4%	-	5,929	19.6%	-	10,149	25.1%		**40,457**	-
Recommended for appointment	1,046	89.5%	4.3%	123	10.5%	2.1%	242	17.2%	2.4%	**1,411**	**3.5%**

Notes:

[1]LGBO stands for Lesbian, Gay, Bisexual and Other. This is a new grouping classification that has been introduced in the 2017/18 report.

% of known refers to proportions calculated off responded or known categories only.

Table 14: Detailed breakdown of Ethnicity, Fast Stream Recruitment 2018

Excluding In-Service Fast Stream Competition

	Applications			Recommended for appointment			Success rate
	Number	% known	% total	Number	% known	% total	
White - British	24,103	62.0%		1,065	77.9%		4.4%
White - Irish	477	1.2%		13	1.0%		2.7%
White - Gypsy or Irish Traveller	11	0.0%		*	-		-
White - Any Other White Background	2,188	5.6%		74	5.4%		3.4%
Asian or Asian British - Bangladeshi	994	2.6%		15	1.1%		1.5%
Asian or Asian British - Indian	2,030	5.2%		47	3.4%		2.3%
Asian or Asian British - Pakistani	1,480	3.8%		24	1.8%		1.6%
Asian or Asian British - Any other Asian background	758	1.9%		12	0.9%		1.6%
Black or Black British - African	3,230	8.3%		11	0.8%		0.3%
Black or Black British - Caribbean	584	1.5%		*	-		-
Black or Black British - Any other Black background	157	0.4%		*	-		-
Chinese or other ethnic group - Chinese	393	1.0%		14	1.0%		3.6%
Mixed - White and Asian	735	1.9%		38	2.8%		5.2%
Mixed - White and Black African	278	0.7%		5	0.4%		1.8%
Mixed - White and Black Caribbean	395	1.0%		14	1.0%		3.5%
Mixed - Any other Mixed background	569	1.5%		22	1.6%		3.9%
Other ethnic group - Arab	276	0.7%		7	0.5%		2.5%
Any other ethnic background	245	0.6%		*	-		-
Non-respondents	1,554		3.8%	43		3.0%	2.8%
Total	**40,457**			**1,411**			**3.5%**

Notes:

* Primary suppression.

% of known refers to proportions calculated off responded or known categories only.

Table 15: Analysis by University, Fast Stream Recruitment 2018

Excluding In-Service Fast Stream Competition

	Graduate Fast Stream		Analytical Schemes		Specialist schemes		Total		Total success rate
	Applications	Recommended for appointment	Applications	Recommended for appointment	Applications	Recommended for appointment	Applications	Recommended for appointment	
Oxbridge	1,328	139	135	59	168	48	**1,631**	**246**	15.1%
Russell Group excluding Oxbridge	9,708	317	1,929	199	3,656	217	**15,293**	**733**	4.8%
Other	8,875	80	2,597	114	7,610	86	**19,082**	**280**	1.5%
Non-respondents	2,397	58	502	50	1,552	44	**4,451**	**152**	3.4%
Total	**22,308**	**594**	**5,163**	**422**	**12,986**	**395**	**40,457**	**1,411**	**3.5%**

Notes:
Analytical schemes: Government Economic Service, Government Social Research Service, Government Operational Research Service, Government Statistical Service.
Specialist schemes: Commercial, Digital & Technology, European, Finance, Government Communications, Human Resources, Project Delivery.

Table 16: Analysis by Degree Type, Fast Stream Recruitment 2018

Excluding In-Service Fast Stream Competition

	Graduate Fast Stream		Analytical Schemes		Specialist Schemes		Total[1]		Total success rate
	Applications	Recommended for appointment	Applications	Recommended for appointment	Applications	Recommended for appointment	Applications	Recommended for appointment	
Science subject areas	3,998	86	960	112	2,662	74	**7,620**	**272**	3.6%
Non-science subject areas	17,731	500	4,118	305	9,890	306	**31,739**	**1,111**	3.5%
Total[1]	**21,729**	**586**	**5,078**	**417**	**12,552**	**380**	**39,359**	**1,383**	**3.5%**

Notes:

[1]Totals are a sum of Science and Non-science subjects.
Non-respondents are not reported due to statistical disclosure control.
Analytical schemes: Government Economic Service, Government Social Research Service, Government Operational Research Service, Government Statistical Service.
Specialist schemes: Commercial, Digital & Technology, European, Finance, Government Communications, Human Resources, Project Delivery.

Table 17: Summary and Breakdown by Diversity, Interships Recruitment 2018

Summer Diversity Internship Programme (SDIP)

Applications	Recommended for appointment	Overall success rate (as % of applicants)	Withdrawals
3,037	446	14.7%	72

Gender

	Male			Female			Other & don't know / prefer not to say / non-respondents			Total
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	
Applications	1,074	35.7%	-	1,934	64.3%	-	29	1.0%		3,037
Recommended for appointment	164	37.3%	15.3%	276	62.7%	14.3%	6	1.3%	20.7%	446

Ethnicity

	White			Ethnic Minority			Non-respondents			Total
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	
Applications	633	21.2%		2,346	78.8%		58	1.9%		3,037
Recommended for appointment	117	26.9%	18.5%	318	73.1%	13.6%	11	2.5%	19.0%	446

Socio-economic Background

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & Manual occupations			Non-respondents and non-working			Total
	Number	% known	Success rate	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	
Applications	1,063	51.9%		351	17.1%		636	31.0%		987	32.5%		3,037
Recommended for appointment	167	54.8%	15.7%	52	17.0%	14.8%	86	28.2%	13.5%	141	31.6%	14.3%	446

Disability

	Non-disabled			Disabled			Don't know/prefer not to say and non-respondents			Total
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	
Applications	2,555	87.8%	-	354	12.2%	-	128	4.2%	-	3,037
Recommended for appointment	333	76.9%	13.0%	100	23.1%	28.2%	13	2.9%	10.2%	446

Early Diversity Internship Programme (EDIP)

Applications	Recommended for appointment	Overall success rate (as % of applicants)	Withdrawals
1,112	164	14.7%	0

Gender

	Male			Female			Other, don't know/prefer not to say and non-respondents			Total
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	
Applications	407	37.0%	-	694	63.0%	-	11	-		1,112

Table 18: Summary and Breakdown by Diversity, Fast Track Recruitment 2018

Total

Registrations	Applications	Recommended for appointment	Overall success rate
28,973	24,477	616	2.5%

Gender

	Male			Female			Other & don't know / prefer not to say / non-respondents			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	13,485	54.3%		11,347	45.7%		4,141	14.3%		28,973	
Applications	13,178	54.5%		11,004	45.5%		295	1.2%		24,477	
Recommended for appointment	328	**	2.5%	**	-	-	*	-	-	616	2.5%

Ethnicity

	White			Ethnic Minority			Non-respondents			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	18,690	76.9%		5,602	23.1%		4,681	16.2%		28,973	
Applications	18,217	77.0%		5,446	23.0%		814	3.3%		24,477	
Recommended for appointment	518	85.8%	2.8%	86	14.2%	1.6%	12	1.9%	1.5%	616	2.5%

Disability

	Non-disabled			Disabled			Non-respondents			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	23,211	94.4%		1,388	5.6%		4,374	15.1%		28,973	
Applications	22,454	94.3%		1,346	5.7%		677	2.8%		24,477	
Recommended for appointment	543	90.3%	2.4%	58	9.7%	4.3%	15	2.4%	2.2%	616	2.5%

Sexual Orientation

	Heterosexual			Lesbian/Gay/Bisexual/Other (LGBO)[1]			Non-respondents			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	22,747	90.9%		2,281	9.1%		3,945	13.6%		28,973	
Applications	22,136	90.8%		2,238	9.2%		103	0.4%		24,477	
Recommended for appointment	550	89.3%	2.5%	66	10.7%	2.9%	0	0.0%	0.0%	616	2.5%

Age

	16-18			19-20			21-22			23-24			25 and over			Non-respondents			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% known	Success rate	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	3,168	11.5%		4,688	17.1%		3,439	12.5%		3,351	12.2%		12,824	46.7%		1,503	5.2%		28,973	
Applications	2,861	11.7%		4,276	17.5%		3,073	12.6%		2,977	12.2%		11,272	46.1%		18	0.1%		24,477	
Recommended for appointment	89	14.4%	3.1%	142	23.1%	3.3%	90	14.6%	2.9%	72	11.7%	2.4%	223	36.2%	2.0%	0	0.0%	0.0%	616	2.5%

Table 19: Detailed Breakdown of Ethnicity, Fast Track Recruitment 2018

Ethnicity

	Applications			Recommended for appointment			Success rate
	Number	% known	% total	Number	% known	% total	
White - British	17,479	73.9%		508	84.1%		**2.9%**
White - Irish	95	0.4%		*	-		-
White - Gypsy or Irish Traveller	8	0.0%		*	-		**0.0%**
White - Any other White background	635	2.7%		9	1.5%		**1.4%**
Asian or Asian British - Bangladeshi	651	2.8%		9	1.5%		**1.4%**
Asian or Asian British - Indian	884	3.7%		24	4.0%		**2.7%**
Asian or Asian British - Pakistani	1,066	4.5%		18	3.0%		**1.7%**
Asian or Asian British - Any other Asian background	248	1.0%		5	0.8%		**2.0%**
Black or Black British - African	949	4.0%		*	-		-
Black or Black British - Caribbean	426	1.8%		5	0.8%		**1.2%**
Black or Black British - Any other Black background	114	0.5%		*	-		-
Chinese or other ethnic group - Chinese	60	0.3%		*	-		-
Mixed - White and Asian	233	1.0%		6	1.0%		**2.6%**
Mixed - White and Black African	110	0.5%		*	-		-
Mixed - White and Black Caribbean	328	1.4%		*	-		-
Mixed - Any other Mixed Background	236	1.0%		7	1.2%		**3.0%**
Other ethnic group - Arab	71	0.3%		*	-		-
Any other ethnic background	70	0.3%		*	-		-
Non-respondents	814		3.3%	12		1.9%	**1.5%**
Total	**24,477**			**616**			**2.5%**

Table 20: Analysis by Socio-economic Background, Fast Track Recruitment 2018

School Type

	A state-run or state-funded school - Non-selective			A state-run or state-funded school - Selective on academic, faith or other grounds			Independent or fee-paying school - No bursary			Independent or fee-paying school - Bursary			Non-respondents			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	13,250	67.2%		5,621	28.5%		264	1.3%		588	3.0%		9,250	31.9%		28,973	
Applications	12,996	67.2%		5,497	28.4%		262	1.4%		584	3.0%		5,138	21.0%		24,477	
Recommended for appointment	367	65.3%	2.8%	156	27.8%	2.8%	12	2.1%	4.6%	27	4.8%	4.6%	54	8.8%	1.1%	616	2.5%

Free School Meal Eligibility

	Eligible for free school meals			Not eligible for free school meals			Non-respondents			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	5,189	26.2%		14,651	73.8%		9,133	31.5%		28,973	
Applications	5,100	26.2%		14,342	73.8%		5,035	20.6%		24,477	
Recommended for appointment	109	20.8%	2.1%	416	79.2%	2.9%	91	14.8%	1.8%	616	2.5%

Whether parents went to university

	Parents went to university			Parents did not go to university			Non-respondents			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	6,861	29.6%		16,357	70.4%		5,755	19.9%		28,973	
Applications	6,761	29.6%		16,076	70.4%		1,640	6.7%		24,477	
Recommended for appointment	210	35.1%	3.1%	388	64.9%	2.4%	18	2.9%	1.1%	616	2.5%

Socio-economic breakdown

	Higher managerial, administrative and professional occupations			Intermediate occupations			Routine & manual occupations			Non-respondents and non-working			Total	
	Number	% known	Success rate	Number	% known	Success rate	Number	% known	Success rate	Number	% total	Success rate	Number	Success rate
Registrations	9,553	53.4%		3,611	20.2%		4,741	26.5%		11,068	38.2%		28,973	
Applications	9,415	53.4%		3,558	20.2%		4,652	26.4%		6,852	28.0%		24,477	
Recommended for appointment	310	62.2%	3.3%	90	18.1%	2.5%	98	19.7%	2.1%	118	19.2%	1.7%	616	2.5%

Notes:

Table 21: Gender, Success Trend

Success Rate Trend

Competition	Vacancies	Male			Female			Non-respondents/Prefer not to say/Other			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
2018	1,305	18,997	652	3.4%	20,784	732	3.5%	676	27	4.0%	40,457	1,411	3.5%
2017	1,330	19,548	562	2.9%	20,487	654	3.2%	535	17	3.2%	40,570	1,233	3.0%
2016	911	16,789	631	3.8%	15,244	581	3.8%	417	33	7.9%	32,450	1,245	3.8%
2015	1,077	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%	12,957	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%	-	-	-	20,032	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%	-	-	-	11,777	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%	-	-	-	9,814	306	3.1%
1998	367	4,931	144	2.9%	4,106	91	2.2%	-	-	-	9,037	235	2.6%

Notes:

* 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

" - " represents information that is unknown or unavailable.

Table 22: Gender, Trend

Trend

Competition	Vacancies	Registrations						Total	Applications						Total	Recommended for Appointment						Total
		Male		Female		Non-respondent / Prefer not to say/			Male		Female		Non-respondent / Prefer not to say/			Male		Female		Non-respondent / Prefer not to say/		
		Number	% of known	Number	% of known	Number	% of total		Number	% of known	Number	% of known	Number	% of total		Number	% of known	Number	% of known	Number	% of total	
2018	1,305	20,076	47.5%	22,196	52.5%	6,626	13.6%	48,898	18,997	47.8%	20,784	52.2%	676	1.7%	40,457	652	47.1%	732	52.9%	27	1.9%	1,411
2017	1,330	19,873	48.8%	20,890	51.2%	3,189	7.3%	43,952	19,548	48.8%	20,487	51.2%	535	1.3%	40,570	562	46.2%	654	53.8%	17	1.4%	1,233
2016	911	19,325	49.2%	19,926	50.8%	444	1.1%	39,695	16,789	52.4%	15,244	47.6%	417	1.3%	32,450	631	52.1%	581	47.9%	33	2.7%	1,245
2015	1,077	18,343	48.5%	19,454	51.5%	378	1.0%	38,175	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	18,872	49.0%	19,677	51.0%	359	0.9%	38,908	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	17,327	50.5%	16,966	49.5%	257	0.7%	34,550	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	17,210	50.0%	17,230	50.0%	266	0.8%	34,706	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	13,366	50.4%	13,173	49.6%	163	0.6%	26,702	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	17,927	51.6%	16,808	48.4%	208	0.6%	34,943	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	15,618	52.4%	14,186	47.6%	171	0.6%	29,975	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	9,459	48.7%	9,956	51.3%	86	0.4%	19,501	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	11,309	52.2%	10,337	47.8%	99	0.5%	21,745	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	12,277	53.3%	10,740	46.7%	162	0.7%	23,179	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

Notes:

* 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.

" - " represents information that is unknown or unavailable.

Table 23: Ethnicity, Success Rate Trend

Succes Rate Trend

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
2018	1,305	26,779	1,152	4.3%	12,124	216	1.8%	1,554	43	2.8%	40,457	1,411	3.5%
2017	1,330	28,476	985	3.5%	10,733	221	2.1%	1,361	27	2.0%	40,570	1,233	3.0%
2016	911	23,628	1,008	4.3%	7,872	185	2.4%	950	52	5.5%	32,450	1,245	3.8%
2015	1,077	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%	12,957	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%	1,055	15	1.4%	20,032	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%	11,777	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%	9,814	306	3.1%
1998	367	7,884	226	2.9%	1,098	8	0.7%	55	1	1.8%	9,037	235	2.6%

Notes:

* 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

" - " represents information that is unknown or unavailable.

Table 24: Ethnicity, Trend

Trend

Competition	Vacancies	Registrations						Total	Applications						Total	Recommended for Appointment						Total
		White		Ethnic Minority		Non-respondent			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		Number	% of known	Number	% of known	Number	% of total	
2018	1,305	28,428	68.8%	12,907	31.2%	7,563	15.5%	48,898	26,779	68.8%	12,124	31.2%	1,554	3.8%	40,457	1,152	84.2%	216	15.8%	43	3.0%	1,411
2017	1,330	28,912	72.4%	11,013	27.6%	4,027	9.2%	43,952	28,476	72.6%	10,733	27.4%	1,361	3.4%	40,570	985	81.7%	221	18.3%	27	2.2%	1,233
2016	911	26,995	69.7%	11,711	30.3%	989	2.5%	39,695	23,628	75.0%	7,872	25.0%	950	2.9%	32,450	1,008	84.5%	185	15.5%	52	4.2%	1,245
2015	1,077	27,844	74.5%	9,531	25.5%	800	2.1%	38,175	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	28,546	74.8%	9,619	25.2%	743	1.9%	38,908	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	26,483	78.2%	7,396	21.8%	671	1.9%	34,550	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	27,371	80.4%	6,693	19.6%	642	1.8%	34,706	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%	1,055	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	1.9%	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

Notes:

* 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.

" - " represents information that is unknown or unavailable.

Table 25: Disability, Success Rate Trend

Success Rate Trend

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
2018	1,305	36,662	1,234	3.4%	2,689	135	5.0%	1,106	42	3.8%	40,457	1411	3.5%
2017	1,330	37,121	1,094	2.9%	2,472	108	4.4%	977	31	3.2%	40,570	1,233	3.0%
2016	911	28,510	1,038	3.6%	3,021	158	5.2%	919	49	5.3%	32,450	1,245	3.8%
2015	1,077	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	-	-	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%	12,957	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%	-	-	-	20,032	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%	-	-	-	11,777	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%	-	-	-	9,814	306	3.1%
1998	367	8,875	223	2.5%	162	12	7.4%	-	-	-	9,037	235	2.6%

Notes:

* 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.

" - " represents information that is unknown or unavailable..

Table 26: Disability, Trend

Trend

Competition	Vacancies	Registrations						Total	Applications						Total	Recommended for Appointment						Total
		Non-Disabled		Disabled		Non-respondent/ Prefer not to say			Non-Disabled		Disabled		Non-respondent/ Prefer not to say			Non-Disabled		Disabled		Non-respondent/ Prefer not to say		
		Number	% of known	Number	% of known	Number	% of total		Number	% of known	Number	% of known	Number	% of total		Number	% of known	Number	% of known	Number	% of total	
2018	1,305	39,029	93.1%	2,874	6.9%	6,995	14.3%	48,898	36,662	93.2%	2,689	6.8%	1,106	2.7%	40,457	1,234	90.1%	135	9.9%	42	3.0%	1411
2017	1,330	37,879	93.8%	2,518	6.2%	3,555	8.1%	43,952	37,121	93.8%	2,472	6.2%	977	2.4%	40,570	1,094	91.0%	108	9.0%	31	2.5%	1,233
2016	911	36,004	93.0%	2,708	7.0%	983	2.5%	39,695	28,510	90.4%	3,021	9.6%	919	2.8%	32,450	1,038	86.8%	158	13.2%	49	3.9%	1,245
2015	1,077	34,594	92.5%	2,789	7.5%	792	2.1%	38,175	18,738	90.6%	1,949	9.4%	448	2.1%	21,135	852	90.4%	90	9.6%	25	2.6%	967
2014	820	35,764	93.7%	2,386	6.3%	758	1.9%	38,908	17,994	91.5%	1,661	8.5%	417	2.1%	20,072	803	90.2%	87	9.8%	25	2.7%	915
2013	782	32,061	94.3%	1,949	5.7%	540	1.6%	34,550	16,345	92.5%	1,330	7.5%	291	1.6%	17,966	774	91.3%	74	8.7%	16	1.9%	864
2012	649	32,173	93.9%	2,091	6.1%	442	1.3%	34,706	19,806	93.3%	1,414	6.7%	322	1.5%	21,542	556	86.3%	88	13.7%	10	1.5%	654
2011	354	25,102	95.0%	1,327	5.0%	273	1.0%	26,702	17,252	94.9%	918	5.1%	191	1.0%	18,361	338	86.7%	52	13.3%	3	0.8%	393
2010	477	32,619	94.3%	1,971	5.7%	353	1.0%	34,943	20,402	94.7%	1,136	5.3%	223	1.0%	21,761	398	86.3%	63	13.7%	4	0.9%	465
2009	585	28,328	95.4%	1,372	4.6%	275	0.9%	29,975	14,091	95.3%	697	4.7%	123	0.8%	14,911	532	85.3%	92	14.7%	5	0.8%	629
2008	552	-	-	-	-	-	-	-	13,633	94.9%	738	5.1%	123	0.8%	14,494	490	87.2%	72	12.8%	8	1.4%	570
2007	427	-	-	-	-	-	-	-	13,132	96.4%	486	3.6%	1	0.0%	13,619	347	91.3%	33	8.7%	-	-	380
2006	469	-	-	-	-	-	-	-	13,502	97.4%	356	2.6%	87	0.6%	13,945	438	1	35	7.4%	3	0.6%	476
2005	497	-	-	-	-	-	-	-	12,546	97.5%	323	2.5%	88	0.7%	12,957	466	93.2%	34	6.8%	4	0.8%	504
2004 *	507	-	-	-	-	-	-	-	8,324	96.8%	274	3.2%	-	-	8,598	433	92.7%	34	7.3%	-	-	467
2003	546	-	-	-	-	-	-	-	19,550	97.6%	482	2.4%	-	-	20,032	492	96.5%	18	3.5%	-	-	510
2002	509	-	-	-	-	-	-	-	14,061	98.1%	267	1.9%	-	-	14,328	395	96.1%	16	3.9%	-	-	411
2001	512	-	-	-	-	-	-	-	11,510	97.7%	267	2.3%	-	-	11,777	409	97.1%	12	2.9%	-	-	421
2000	560	-	-	-	-	-	-	-	14,210	98.6%	199	1.4%	-	-	14,409	418	98.1%	8	1.9%	-	-	426
1999	445	-	-	-	-	-	-	-	9,627	98.1%	187	1.9%	-	-	9,814	299	97.7%	7	2.3%	-	-	306
1998	367	-	-	-	-	-	-	-	8,875	98.2%	162	1.8%	-	-	9,037	223	94.9%	12	5.1%	-	-	235

Notes:

* 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.

" - " represents information that is unknown or unavailable.

Table 27: Sexual Orientation, Success Rate Trend

Success Rate Trend

Competition	Vacancies	Lesbian/Gay/Bisexual/Other (LGBO)[1]			Heterosexual/Straight			Non-respondents/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
2018	1,305	3,572	174	4.9%	34,731	1,137	3.3%	2,154	100	4.6%	40,457	1,411	3.5%
2017	1,330	3,376	127	3.8%	35,199	1,036	2.9%	1,995	70	3.5%	40,570	1,233	3.0%
2016	911	2,694	116	4.3%	26,780	935	3.5%	2,976	194	6.5%	32,450	1,245	3.8%
2015	1,077	1,400	71	5.1%	18,068	803	4.4%	1,667	93	5.6%	21,135	967	4.6%
2014	820	1,161	74	6.4%	17,359	752	4.3%	1,552	89	5.7%	20,072	915	4.6%

Notes:

[1]LGBO is a new grouping classification intoduced in 2017/18 report. Information from previous years has now been grouped under this classification due to statistical disclosure. If you want to view historical trends of 'other', please view our 2016 report.

Table 28: Sexual Orientation, Trend

Trend

Competition	Vacancies	Registrations						Total	Applications						Total	Recommended for Appointment						Total
		Lesbian/Gay/Bisexual/ Other (LGBO)[1]		Heterosexual/Straight		Non-respondents/ Prefer not to say			Lesbian/Gay/Bisexual/Other (LGBO)[1]		Heterosexual/Straight		Non-respondents/ Prefer not to say			Lesbian/Gay/Bisexual/Other (LGBO)[1]		Heterosexual/Straight		Non-respondents/ Prefer not to say		
		Number	% of known	Number	% of known	Number	% of total		Number	% of known	Number	% of known	Number	% of total		Number	% of known	Number	% of known	Number	% of total	
2018	1,305	3,811	9.4%	36,871	90.6%	8,216	16.8%	48,898	3,572	9.3%	34,731	90.7%	2,154	5.3%	40,457	174	13.3%	1,137	86.7%	100	7.1%	1,411
2017	1,330	3,432	8.7%	35,840	91.3%	4,680	10.6%	43,952	3,376	8.8%	35,199	91.2%	1,995	4.9%	40,570	127	10.9%	1,036	89.1%	70	5.7%	1,233
2016	911	2,948	8.1%	33,643	91.9%	3,104	7.8%	39,695	2,694	9.1%	26,780	90.9%	2,976	9.2%	32,450	116	11.0%	935	89.0%	194	15.6%	1,245
2015	1,077	2,385	6.7%	33,170	93.3%	2,620	6.9%	38,175	1,400	7.2%	18,068	92.8%	1,667	7.9%	21,135	71	8.1%	803	91.9%	93	9.6%	967
2014	820	2,102	5.8%	34,267	94.2%	2,539	6.5%	38,908	1,161	6.3%	17,359	93.7%	1,552	7.7%	20,072	74	9.0%	752	91.0%	89	9.7%	915

Notes:

[1]LGBO is a new grouping classification intoduced in 2017/18 report. Information from previous years has now been grouped under this classification due to statistical disclosure. If you want to view historical trends of 'other', please view our 2016 report.

Table 29: Socio-economic Background, Success Rate Trend

Success Rate Trend

Competition	Vacancies	Higher managerial, administrative and professional occupations			Intermediate Occupations			Routine & Manual occupations			Non-respondents and non-working			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
2018	1,305	22,364	964	4.3%	3,909	107	2.7%	5,111	107	2.1%	9,073	233	2.6%	40,457	1,411	3.5%
2017	1,330	24,427	884	3.6%	5,967	136	2.3%	4,805	92	1.9%	5,371	121	2.3%	40,570	1,233	3.0%
2016	911	22,249	944	4.2%	3,972	129	3.2%	2,486	47	1.9%	3,743	125	3.3%	32,450	1,245	3.8%
2015	1,077	14,684	773	5.3%	2,757	98	3.6%	1,497	40	2.7%	2,197	56	2.5%	21,135	967	4.6%
2014	820	14,052	711	5.1%	2,646	106	4.0%	1,464	38	2.6%	1,910	60	3.1%	20,072	915	4.6%
2013	782	12,746	678	5.3%	2,284	100	4.4%	1,238	30	2.4%	1,698	56	3.3%	17,966	864	4.8%
2012	649	15,202	531	3.5%	2,754	59	2.1%	1,522	25	1.6%	2,064	39	1.9%	21,542	654	3.0%
2011	354	12,916	310	2.4%	2,294	35	1.5%	1,117	10	0.9%	2,034	38	1.9%	18,361	393	2.1%

Table 30: Socio-economic Background, Trend

Trend

Competition	Vacancies	Registrations								Total	Applications								Total	Recommended for Appointment								Total
		Higher managerial, administrative and professional occupations		Intermediate Occupations		Routine & Manual occupations		Non-respondents and non-working			Higher managerial, administrative and professional occupations		Intermediate Occupations		Routine & Manual occupations		Non-respondents and non-working			Higher managerial, administrative and professional occupations		Intermediate Occupations		Routine & Manual occupations		Non-respondents and non-working		
		Number	% of known	Number	% of known	Number	% of known	Number	% of 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	
2018	1,305	23,619	71.2%	4,149	12.5%	5,427	16.3%	15,703	32.1%	48,898	22,364	71.3%	3,909	12.5%	5,111	16.3%	9,073	22.4%	40,457	964	81.8%	107	9.1%	107	9.1%	233	16.5%	1,411
2017	1,330	24,771	69.4%	6,057	17.0%	4,883	13.7%	8,241	18.8%	43,952	24,427	69.4%	5,967	17.0%	4,805	13.7%	5,371	13.2%	40,570	884	79.5%	136	12.2%	92	8.3%	121	9.8%	1,233
2016	911	25,269	73.5%	5,378	15.6%	3,725	10.8%	5,323	13.4%	39,695	22,249	77.5%	3,972	13.8%	2,486	8.7%	3,743	11.5%	32,450	944	84.3%	129	11.5%	47	4.2%	125	10.0%	1,245
2015 *	1,077	24,279	72.4%	5,664	16.9%	3,587	10.7%	4,663	12.2%	38,193	14,684	77.5%	2,757	14.6%	1,497	7.9%	2,197	10.4%	21,135	773	84.9%	98	10.8%	40	4.4%	56	5.8%	967
2014	820	24,714	72.1%	5,757	16.8%	3,792	11.1%	4,645	11.9%	38,908	14,052	77.4%	2,646	14.6%	1,464	8.1%	1,910	9.5%	20,072	711	83.2%	106	12.4%	38	4.4%	60	6.6%	915
2013	782	21,860	74.1%	4,735	16.0%	2,913	9.9%	5,042	14.6%	34,550	12,746	78.4%	2,284	14.0%	1,238	7.6%	1,698	9.5%	17,966	678	83.9%	100	12.4%	30	3.7%	56	6.5%	864
2012	649	21,855	73.9%	4,740	16.0%	2,974	10.1%	5,137	14.8%	34,706	15,202	78.0%	2,754	14.1%	1,522	7.8%	2,064	9.6%	21,542	531	86.3%	59	9.6%	25	4.1%	39	6.0%	654
2011	354	17,517	76.4%	3,528	15.4%	1,890	8.2%	3,767	14.1%	26,702	12,916	79.1%	2,294	14.1%	1,117	6.8%	2,034	11.1%	18,361	310	87.3%	35	9.9%	10	2.8%	38	9.7%	393

Notes:
* 2015 registrations are slightly higher because some test candidates are included

Table 31: Free School Meals, Success Rate Trend

Success Rate Trend

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
2018	1,305	24,379	1,046	4.3%	5,929	123	2.1%	10,149	242	2.4%	40,457	1,411	3.5%
2017	1,330	25,439	916	3.6%	5,512	122	2.2%	9,619	195	2.0%	40,570	1,233	3.0%
2016	911	26,386	1,021	3.9%	3,543	82	2.3%	2,521	142	5.6%	32,450	1,245	3.8%
2015	1,077	17,042	828	4.9%	2,612	78	3.0%	1,481	61	4.1%	21,135	967	4.6%

Table 32: Free School Meals, Trend

Trend

Competition	Vacancies	Registrations						Total	Applications						Total	Recommended for Appointment						Total
		Not Eligible for Free School Meals		Eligible for Free School Meals		Non-respondent/ Prefer not to say			Not Eligible for Free School Meals		Eligible for Free School Meals		Non-respondent/ Prefer not to say			Not Eligible for Free School Meals		Eligible for Free School Meals		Non-respondent/ Prefer not to say		
		Number	% of known	Number	% of known	Number	% of total		Number	% of known	Number	% of known	Number	% of total		Number	% of known	Number	% of known	Number	% of total	
2018	1,305	25,768	80.4%	6,274	19.6%	16,855	34.5%	48,898	24,379	80.4%	5,929	19.6%	10,149	25.1%	40,457	1,046	89.5%	123	10.5%	242	17.2%	1,411
2017	1,330	25,812	82.1%	5,616	17.9%	12,524	28.5%	43,952	25,439	82.2%	5,512	17.8%	9,619	23.7%	40,570	916	88.2%	122	11.8%	195	15.8%	1,233
2016	911	31,397	85.6%	5,288	14.4%	3,010	7.6%	39,695	26,386	88.2%	3,543	11.8%	2,521	7.8%	32,450	1,021	92.6%	82	7.4%	142	11.4%	1,245
2015	1,077	29,389	82.6%	6,173	17.4%	2,613	6.8%	38,175	17,042	86.7%	2,612	13.3%	1,481	7.0%	21,135	828	91.4%	78	8.6%	61	6.3%	967

Table 33: University of First Degree, Success Rate Trend

Success Rate Trend

Competition	Vacancies	Non-Oxbridge									Oxbridge			Non-respondents			Total		
		Total			Of which: Russell Group excluding Oxbridge[1]			Of which: Other universities[1]											
		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	Applications	Recommended for Appointment	Success rate
2018	1305	34,375	1,013	2.9%	15,293	733	4.8%	19,082	280	1.5%	1,631	246	15.1%	4,451	152	3.4%	40,457	1,411	3.5%
2017	1,330	34,326	916	2.7%	15,891	670	4.2%	18,435	246	1.3%	1,868	199	10.7%	4,376	118	2.7%	40,570	1,233	3.0%
2016	911	29,825	968	3.2%	-	-	-	-	-	-	2,625	277	10.6%	-	-	-	32,450	1,245	3.8%
2015	1,077	19,206	773	4.0%	-	-	-	-	-	-	1,929	194	10.1%	-	-	-	21,135	967	4.6%
2014	820	18,230	723	4.0%	-	-	-	-	-	-	1,842	192	10.4%	-	-	-	20,072	915	4.6%
2013	782	16,156	672	4.2%	-	-	-	-	-	-	1,810	192	10.6%	-	-	-	17,966	864	4.8%
2012	649	19,473	480	2.5%	-	-	-	-	-	-	2,069	174	8.4%	-	-	-	21,542	654	3.0%
2011	354	16,431	291	1.8%	-	-	-	-	-	-	1,930	102	5.3%	-	-	-	18,361	393	2.1%
2010	477	19,783	361	1.8%	-	-	-	-	-	-	1,978	104	5.3%	-	-	-	21,761	465	2.1%
2009	585	13,250	464	3.5%	-	-	-	-	-	-	1,661	165	9.9%	-	-	-	14,911	629	4.2%
2008	552	12,714	404	3.2%	-	-	-	-	-	-	1,780	166	9.3%	-	-	-	14,494	570	3.9%
2007	427	11,945	261	2.2%	-	-	-	-	-	-	1,674	119	7.1%	-	-	-	13,619	380	2.8%
2006	469	12,216	328	2.7%	-	-	-	-	-	-	1,729	148	8.6%	-	-	-	13,945	476	3.4%
2005	497	11,353	354	3.1%	-	-	-	-	-	-	1,604	150	9.4%	-	-	-	12,957	504	3.9%
2004 *	507	7,216	300	4.2%	-	-	-	-	-	-	1,382	167	12.1%	-	-	-	8,598	467	5.4%
2003	546	18,214	328	1.8%	-	-	-	-	-	-	1,818	182	10.0%	-	-	-	20,032	510	2.5%
2002	509	13,122	298	2.3%	-	-	-	-	-	-	1,206	113	9.4%	-	-	-	14,328	411	2.9%
2001	512	10,846	303	2.8%	-	-	-	-	-	-	931	118	12.7%	-	-	-	11,777	421	3.6%
2000	560	13,289	289	2.2%	-	-	-	-	-	-	1,120	137	12.2%	-	-	-	14,409	426	3.0%
1999	445	8,880	214	2.4%	-	-	-	-	-	-	934	92	9.9%	-	-	-	9,814	306	3.1%
1998	367	8,142	154	1.9%	-	-	-	-	-	-	895	81	9.1%	-	-	-	9,037	235	2.6%

Notes:

* 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.

" - " represents information that is unavailable as declaring the University of First Degree was a mandatory field in the application process in prior years but not required until the onboarding stage in 2017 . Rusell Group excluding Oxbridge and other universities is a new grouping classification introduced in 2017/18.

[1]Breakdown of Non-Oxbridge into Russell Group and other universities. This a is a new classification grouping that has been introduced in the 2017/18 report. Information for previous years is not available and has been noted with "-").

Table 34: University of First Degree, Trend

Trend

Competition	Vacancies	Applications										Total	Recommended for Appointment										Total
		Non-Oxbridge						Oxbridge		Non-respondent			Non-Oxbridge						Oxbridge		Non-respondent		
		Total		Of which: Russell Group excluding Oxbridge[1]		Of which: Other universities[1]							Total		Of which: Russell Group excluding Oxbridge[1]		Of which: Other universities[1]						
		Number	% of known	Number	% of Total Non-Oxbridge	Number	% of Total Non-Oxbridge	Number	% of known	Number	% of total		Number	% of known	Number	% of Total Non-Oxbridge	Number	% of Total Non-Oxbridge	Number	% of known	Number	% of total	
2018	1,305	34,375	95.5%	15,293	44.5%	19,082	55.5%	1,631	4.5%	4,451	11.0%	40,457	1,013	80.5%	733	72.4%	280	27.6%	246	19.5%	152	10.8%	1,411
2017	1,330	34,326	94.8%	15,891	46.3%	18,435	53.7%	1,868	5.2%	4,376	10.8%	40,570	916	82.2%	670	73.1%	246	26.9%	199	17.8%	118	9.6%	1,233
2016	911	29,825	91.9%	-	-	-	-	2,625	8.1%	-	-	32,450	968	77.8%	-	-	-	-	277	22.2%	-	-	1,245
2015	1,077	19,206	90.9%	-	-	-	-	1,929	9.1%	-	-	21,135	773	79.9%	-	-	-	-	194	20.1%	-	-	967
2014	820	18,230	90.8%	-	-	-	-	1,842	9.2%	-	-	20,072	723	79.0%	-	-	-	-	192	21.0%	-	-	915
2013	782	16,156	89.9%	-	-	-	-	1,810	10.1%	-	-	17,966	672	77.8%	-	-	-	-	192	22.2%	-	-	864
2012	649	19,473	90.4%	-	-	-	-	2,069	9.6%	-	-	21,542	480	73.4%	-	-	-	-	174	26.6%	-	-	654
2011	354	16,431	89.5%	-	-	-	-	1,930	10.5%	-	-	18,361	291	74.0%	-	-	-	-	102	26.0%	-	-	393
2010	477	19,783	90.9%	-	-	-	-	1,978	9.1%	-	-	21,761	361	77.6%	-	-	-	-	104	22.4%	-	-	465
2009	585	13,250	88.9%	-	-	-	-	1,661	11.1%	-	-	14,911	464	73.8%	-	-	-	-	165	26.2%	-	-	629
2008	552	12,714	87.7%	-	-	-	-	1,780	12.3%	-	-	14,494	404	70.9%	-	-	-	-	166	29.1%	-	-	570
2007	427	11,945	87.7%	-	-	-	-	1,674	12.3%	-	-	13,619	261	68.7%	-	-	-	-	119	31.3%	-	-	380
2006	469	12,216	87.6%	-	-	-	-	1,729	12.4%	-	-	13,945	328	68.9%	-	-	-	-	148	31.1%	-	-	476
2005	497	11,353	87.6%	-	-	-	-	1,604	12.4%	-	-	12,957	354	70.2%	-	-	-	-	150	29.8%	-	-	504
2004 *	507	7,216	83.9%	-	-	-	-	1,382	16.1%	-	-	8,598	300	64.2%	-	-	-	-	167	35.8%	-	-	467
2003	546	18,214	90.9%	-	-	-	-	1,818	9.1%	-	-	20,032	328	64.3%	-	-	-	-	182	35.7%	-	-	510
2002	509	13,122	91.6%	-	-	-	-	1,206	8.4%	-	-	14,328	298	72.5%	-	-	-	-	113	27.5%	-	-	411
2001	512	10,846	92.1%	-	-	-	-	931	7.9%	-	-	11,777	303	72.0%	-	-	-	-	118	28.0%	-	-	421
2000	560	13,289	92.2%	-	-	-	-	1,120	7.8%	-	-	14,409	289	67.8%	-	-	-	-	137	32.2%	-	-	426
1999	445	8,880	90.5%	-	-	-	-	934	9.5%	-	-	9,814	214	69.9%	-	-	-	-	92	30.1%	-	-	306
1998	367	8,142	90.1%	-	-	-	-	895	9.9%	-	-	9,037	154	65.5%	-	-	-	-	81	34.5%	-	-	235

Notes:

* 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

" - " represents information that is unavailable as declaring the University of First Degree was a mandatory field in the application process in prior years but not required until the onboarding stage in 2017 .

[1]Breakdown of Non-Oxbridge into Russell Group and other universities. This a is a new classification grouping that has been introduced in the 2017/18 report. Information for previous years is not available and has been noted with "-").