



**Fast stream**



**Recruitment Report**

2001 – 2002



The Civil Service recruits to the Fast Stream Development Programme on the basis of fair and open competition and selection on merit. We:

- give prospective applicants equal access to information about the work and its requirements, and about the selection processes
- consider all eligible applicants equally on merit at each stage of the process
- select on the basis of relevant criteria applied consistently to all candidates
- ensure that selection at all stages is fair and objective and unaffected by gender, race or any other consideration immaterial to the decisions we make.

Civil Service Fast Stream Recruitment Report 2001–2002  
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## Scope

The Civil Service Fast Stream Development Programme is a training and development scheme for very able graduates, who are selected on the basis of their potential to reach the Senior Civil Service. They enter a government department on a Fast Stream programme, with development and training tailored to their individual needs. From then on, promotion is on merit.

This is the seventh annual report on recruitment to the Civil Service Fast Stream Development Programme published by the Cabinet Office on behalf of government departments. The report covers Fast Stream recruitment activities between 1 April 2001 and 31 March 2002. Following a brief overview of recruitment, the report provides information on the recruitment schemes completed in this period. There is also a summary of developments over the year.

We welcome any feedback on the content of this report. E-mail us at: [faststream@cabinet-office.gov.uk](mailto:faststream@cabinet-office.gov.uk)

### 2001 Fast Stream Development Programme

A summary of recruitment data for the 2001 Fast Stream Development Programme is contained in Annex A. This year, there were six open Fast Stream schemes:

- General Fast Stream (GFS), which comprises the following options
  - Home Civil Service, Diplomatic Service, European Fast Stream, Science and Engineering Fast Stream, Clerks - House of Commons/ House of Lords and Legal Officers (Europe)
- Inland Revenue
- Economists
- Statisticians
- Diplomatic Service Economists
- Government Communications Headquarters (GCHQ).

Although within GFS there are separate options for generalists and lawyers to join the European

Fast Stream, we continue to consider them in one single intake. The results for 2001 European Fast Stream recruitment in the annexes to this report are therefore a total for both options.

Serving civil servants nominated by their departments could again apply for the Fast Stream through a separate internal scheme.

Under the terms of contracts with the Civil Service, Capita plc managed all recruitment to the Fast Stream Development Programme until 31 August 2001. Details of the arrangements now in place are set out later in this report.

The standard of entry to the Fast Stream Development Programme remains high. The total number of vacancies dropped to 512 from 560 last year, the first decrease for several years, while success rates improved for the second year in succession. We filled 79% of our vacancies, compared to 69% in 2000. The General Fast Stream filled all of its vacancies, in addition recommending a further 29 for appointment to departments. Having successfully filled all Science and Engineering vacancies in 2000, this year, 4 candidates were successful above the 14 vacancies declared. The Inland Revenue filled 83.3% of its open vacancies, compared to 70% last year. Recruitment to the Statisticians scheme was again difficult. Although 34% of vacancies were filled compared to only 29% in 2000, the position remains unsatisfactory. Economists also experienced a shortfall, 50% in comparison to a shortfall of 48% last year. Reflecting the difficulty in recruiting these specialists, the Diplomatic Service, which selects economists in a separate scheme, recruited only 2 candidates for the 5 positions available.

Recruits continue to be drawn from a variety of backgrounds, and more information about our work on diversity is detailed later in this report. We are pleased that the increase in the number of successful ethnic minority candidates across the Fast Stream schemes has continued. We are working hard to build on this success, aware that

greater diversity will be of benefit to the Civil Service as a whole, and that there is much work still to do. Recent trends in key areas are set out in the summary tables at the end of the report.

### **Vacancies and applications**

The overall number of vacancies declared by departments fell to 512 this year, from the 2000 total of 560. The total number of vacancies for the Home Civil Service option of the General Fast Stream showed an increase of 15 (7.5%) on 2000.

The number of applications for the open Fast Stream competitions dropped from the unusually high figure of 14,409 in 2000 to 11,777 this year, an 18.3% decrease. Applications for the General Fast Stream dropped by 16.9%, with numbers applying for the Science and Engineering option falling by 22.7%. Only the Clerkships option saw an increase in its number of applications (12.7% on last year), and the Diplomatic Economists scheme (an increase of 82%). The number of civil servants applying to the General Fast Stream through the In-Service Nomination Scheme has again increased this year, by 11%.

Of the 9,316 applications for the General Fast Stream, a total of 101 (1.1%) were declared ineligible; 88 of these as a result of ineligible qualifications (the minimum requirement is a second-class honours degree or its equivalent) and 13 on the basis of nationality.

### **General Fast Stream: exemptions**

Subject to certain conditions, published in the Application and Selection Booklet for the 2001 General Fast Stream scheme, applicants with disabilities could request exemption from the requirement for a degree. None did so this year. Civil servants without a degree could apply to the General Fast Stream through the In-Service Nomination Scheme.

Applicants who had been successful at the Civil Service Selection Board or Final Selection Board on a previous occasion could claim exemption from the Qualifying Test. Seven candidates were granted exemption this year.

### **Appointments**

In total, 421 candidates were recommended for appointment to the Fast Stream in 2001; 301 of these to the General Fast Stream. All candidates meeting the required standard in this competition were guaranteed the offer of a post in the Home Civil Service. The number of successful General Fast Stream candidates receiving the highest board marks (1 or 2) rose by 1 this year to 27. The number of candidates declining appointment fell significantly from 39 to 19 in 2001.

### **Women**

Across the open Fast Stream competitions 51.5% of candidates recommended for appointment in 2001 were women; a rise from 47.7% in 2000. Only the proportions of women appointed to the Economist and GCHQ schemes fell below 50%. Women accounted for 54.2% of those recommended for appointment to the General Fast Stream (compared with 49.3% in 2000). Details of success rates by gender in the 2001 Fast Stream recruitment schemes can be found in Annex B.

In the open Fast Stream competitions overall, the percentage of applications from women fell slightly this year from 48.0% to 47.6%, GCHQ seeing an increase in women applicants from 39.1% last year to 46.8% in 2001. Once again, Statisticians recorded the most successful figures for women: although applications fell slightly to 50.2% (from 52.1% last year), the percentage of successful women candidates rose again, to 69.2%. The proportion of women applying to the General Fast Stream fell slightly to 48.6% in 2001, but 3.6% of all female candidates were successful in comparison with 2.9% of the men. Trends over the last six years are set out in Annex E at the end of this report.

In the General Fast Stream selection procedures, women were more successful this year at the Qualifying Test, making up 50.8% of those invited to the Civil Service Selection Board (an increase from 45.3% in 2000). Women were again proportionally more successful in the last stages of the competition.

## **Ethnic minorities**

Although we recognise that there is still much to do, our figures for ethnic minority entrants have shown some improvement again this year.

Applications from ethnic minority candidates to the open Fast Stream competitions increased from 15% in 2000 to 16.5% this year, including rates of 29% for the Diplomatic Service Economist scheme, 23.3% for the Economists and 19.4% for the Statisticians. The proportion of applications to the General Fast Stream from ethnic minority candidates rose again this year, from 13.9% in 2000 to 14.9%. Full details are given in Annex C, while totals for the open Fast Stream competitions over the last six years can be found in the second table of Annex E.

The number of ethnic minority candidates appointed to the Fast Stream this year has continued to rise, from 29 last year to 32 in 2001. This represents 7.6% of the total appointed, an increase on the 6.8% achieved in 2000. Within this, the General Fast Stream recommended 18 ethnic minority candidates. This is an increase of 1 from last year, but given the increase in successful candidate numbers, this represents a slight fall in the percentage of the total recommended for appointment (from 6.2% last year to 6.0% in 2001).

The proportion of ethnic minority candidates appointed to the Economist scheme rose again from 12.6% in 2000 to 15.1% this year, though the actual number appointed remained at 11. 14.3% of the Inland Revenue's successful candidates came from ethnic minority backgrounds, an increase from 6.2% in 2000.

The Fast Stream Outreach Officer has again led our marketing work with ethnic minority graduates during the period of this report, visiting student groups in universities around the country to raise awareness of the Fast Stream. In summer 2001 we organised a summer training and development programme for 60 ethnic minority students. This was structured to comply with the terms of the Race Relations Act 1976, which

allows organisations to provide training opportunities for racial groups under-represented in particular areas of employment. The programme was widely marketed by careers advisers and in the media.

Applicants were selected for the summer programme by competency-based application form, and interviewed by one of the 12 departments offering places. As in the pilot the previous year, the programme was successful in changing the graduates' perceptions of the Civil Service. Most said they were now considering the Fast Stream as a career option. At the time of publication, one of the trainees has been successful in the 2002 General Fast Stream competition.

We complemented the Summer Development Programme with a residential three-day training course for 40 ethnic minority graduates and undergraduates in December. Similar to a course offered to those on the Summer Development Programme, it was again designed to raise awareness of the Fast Stream at a time when other employers are active in the market. The Cabinet Office has once more sponsored the Civil Service careers fair for ethnic minority graduates, and the Fast Stream has also attended targeted fairs in London and Manchester.

## **Candidates with disabilities**

Overall, the percentage of applicants recording a disability rose from 1.6% in 2000 to 2.3% this year (267 candidates, compared with 232 last year). The number of applicants to the General Fast Stream recording a disability rose from 169 to 199; an increase of 17.8%. In line with the good practice recommendations of the Disability Symbol, a Preliminary Interview Board was again available for General Fast Stream candidates recording a disability who also possessed the required academic qualification. This year, 58 applicants were granted exemption from the Qualifying Test and 133 candidates exercised their right to attend a Preliminary Interview Board after failing the Qualifying Test. Of these, 34 did not attend, but 45 passed successfully on to the Civil

Service Selection Board. As usual, to ensure that practical difficulties did not prevent them from performing to their full ability, we offered these successful candidates an opportunity to familiarise themselves with the operation of the Civil Service Selection Board.

The number of successful candidates recording a disability rose from 8 to 12 this year, 2.9% of those recommended for appointment. Generally, candidates with a disability were more successful in the selection processes than others. 4.5% of all applicants with a disability were recommended for appointment, compared with 3.6% for the applicant field overall.

We continue to work with several charities, including Workable and Ready Willing and Able, to raise awareness of the Fast Stream to undergraduates and graduates with a disability. During the summer of 2001, 23 students took up work placements across a number of government departments under the Workable in the Civil Service scheme. In November 2001, we facilitated the Civil Service policy game for a group of 13 undergraduates/graduates with a disability, an event that we organised to introduce them to the work of the Civil Service, build their confidence, and help them to practise business skills.

Application packs for the General Fast Stream were available on request, in Braille and on tape. We have also developed an easy-access version of the new website. We continue to look at ways to increase awareness of Fast Stream opportunities to candidates with a disability.

### **Success rate by academic institution**

Applications have again come from every university in the UK, and the range of institutions from which successful candidates have graduated has risen from 70 to 89. The percentage of applicants from universities other than Oxford and Cambridge has fallen slightly, to 92.1% compared with 92.2% last year. However, the proportion of successful candidates from Oxford and Cambridge has fallen to 28%. In the General Fast Stream, the percentage of successful candidates graduating from Oxford and Cambridge fell to 32% in 2001, from 40% last year. Annex D contains full details. Recent trends in this area are set out in Annex E.

### **Degree disciplines**

The Fast Stream Programme continues to draw recruits from a wide variety of subject areas. For some time we have acknowledged the need to encourage a higher intake of candidates with non-arts backgrounds. We have been more successful in 2001; 22.9% of applications overall came from candidates with first degrees in non-arts backgrounds, yet the proportion of non-arts graduates recommended for appointment has risen to 38.2% this year, from 31% in 2000.

In contrast, the proportion of General Fast Stream applicants who held degrees in non-arts subjects fell this year to 28.1%, from 30% in 2000. The percentage of candidates recommended for appointment with these degrees also fell, to 22.9% from 33% in 2000. As with many organisations, we need generalists who are familiar with scientific issues and the interpretation and presentation of numerical data. Although the Qualifying Test ensures that all successful candidates have strong numerical reasoning ability, we will continue to raise awareness of Fast Stream opportunities in the highly competitive market for numerate graduates.

### **Age and experience**

This year, the percentage of final-year student applicants to the open Fast Stream was 27.2%. They accounted for 25% of all open Fast Stream appointments. In the General Fast Stream, 26% of applicants were final-year students, as were 23% of those successful in the competition.

The average age on application of successful candidates has remained at 24, both for the General Fast Stream itself and for our open schemes overall.

### **The In-Service Nomination Scheme**

This year, both the number of nominations to and appointments from the In-service competition have risen. This reflects our efforts to improve awareness of the scheme among potential applicants and their line managers, as part of our response to the recommendations in the Fast Stream Review (see page 8 of this report). The number of nominations to the In-Service Fast Stream increased from 54 in 2000 to 60 this year. 22 candidates were recommended for appointment; an increase of 9 (69.2%).

# Fast Stream developments 2001–2002

## The Final Selection Board

The Final Selection Board was discontinued for most General Fast Stream options for the 2001 scheme. It remains, however, as a part of the selection process for the Diplomatic Service and the two Parliamentary Clerkship options.

The decision to retain the Final Selection Board for these options was made for two reasons – to allow representatives of the employing organisations to have a greater input into the selection of their Fast Streamers, and to apply a merit order to the field of candidates against which vacancies could be filled.

## Operation of the Civil Service Selection Board

The switch to competence-based assessment led to substantial changes for the 1999 and 2000 competitions and we consolidated and monitored these developments during 2001. No changes were thought necessary to the Fast Stream competency framework and we maintained the format of the exercises at the Civil Service Selection Board as for last year's competition.

Following an evaluation of the Civil Service Selection Board by its expert external advisers, work began on the development of a set of Marking Guides for each of the exercises. These guides are based on an analysis of the behavioural evidence recorded by Civil Service Selection Board assessors when justifying their competency marks. The verbal descriptions were distilled to produce a set of behavioural indicators typical of each rating on each competence, for each exercise where a competence is assessed. The Marking Guides provide benchmarks, which will help assessors ensure that their competency ratings are in line with those of the assessor community. They should be particularly helpful to assessors who board less frequently. The Marking Guides were designed to be used first in the 2002 competition.

The Civil Service Selection Board returned to the direct management of the Cabinet Office for the start of the 2002 schemes. From Autumn 2001, it has been run from new accommodation at 67 Tufton Street, which was refitted to house a purpose-built assessment centre with eight assessment suites. Some new staff were recruited to work with the experienced operational staff who transferred from Capita plc.

## Redefining the Fast Stream

As part of the wider reform of the Civil Service, we conducted a review of the Fast Stream programme. The report, *Redefining the Fast Stream*, was published on 3 September 2001. It made a range of recommendations covering marketing, selection, talent spotting and career development.

The key Review recommendations aim to improve Fast Streamers' training and development as part of the focus on effective delivery of policies, not just their formulation. The recommendations not only cover formal training – they are also aimed at broadening experience, both by providing a greater range of postings and by making a period of interchange with other sectors a mandatory part of the development programme. The Review can be found at [www.careers.civil-service.gov.uk/faststream](http://www.careers.civil-service.gov.uk/faststream).

## Marketing

Research early in 2001 suggested that efforts to improve the diversity of the Fast Stream needed to be underpinned by a better image of the Civil Service overall. The focus of our work this year has therefore included the development of a new website and brochure for the Fast Stream, together with a new Recruitment Gateway website for the Civil Service more generally, and a Civil Service brochure. We have produced a new family of materials that are modern in style and tone, whilst maintaining the appeal of the Fast Stream as our key graduate development programme. Potential applicants are encouraged to use the website as their primary source of information, and the 2003 General Fast Stream competition has an on-line

application form. The Fast Stream address is [www.faststream.gov.uk](http://www.faststream.gov.uk).

In line with the new arrangements for the Civil Service Selection Board, another key feature of the year has been the increasing liaison between the separate Fast Stream competitions in the area of marketing, to improve the effectiveness of our reach within universities and of our media campaigns. Next year, we plan to increase the impact of the Fast Stream overall by building on the design work undertaken for the General Fast Stream, extending the use of on-line applications to other schemes.

Marketing aimed at attracting potential candidates for the General Fast Stream from under-represented groups has been mentioned elsewhere in this report. Other work has continued to ensure that we reach as wide an audience as possible. The Civil Service Selection Board has again offered careers advisers the opportunity to visit and experience this part of the selection process and we joined with the National Health Service and local government to provide recruitment workshops for advisers in the summer.

The support of recent entrants has remained essential in raising awareness of the work that Fast Streamers do. At universities around the country they have met students at careers fairs, given presentations, and run our policy management game.

There has been a surge of interest in public sector opportunities over the period of this report, the Fast Stream rising to fourth place in the High Fliers UK Graduate Careers Survey 2002. A major issue for the future is to provide information on the Fast Stream which ensures that those who apply have a full understanding of the demands both of the work itself, and of the level of competences they must display through the selection process.

# Recruitment Tables

1 April 2001 to 31 March 2002

## ANNEX A

## Summary of 2001 Fast Stream recruitment

	Vacancies	Applications by first preference	Ratio of applications to vacancies	Recommended for appointment	Overall success rate recommended as % of applicants	Declined appointment
<b>GENERAL FAST STREAM ENTRY</b>						
<b>Diplomatic Service</b>	30	2755	91.8	29	1.1	0
<b>Clerks</b>						
House of Commons	2	321	160.5	3	0.9	0
House of Lords	2	51	25.5	2	3.9	0
<b>Home Civil Service (excluding In-Service Nomination Scheme)</b>	214	4337	20.3	234	5.4	9
<b>Fast Stream (Europe)</b>	10	907	90.7	15	1.7	2
<b>Science/Engineering</b>	14	945	67.5	18	1.9	2
<b>TOTAL</b>	<b>272</b>	<b>9316</b>	<b>34.3</b>	<b>301</b>	<b>3.2</b>	<b>13</b>

<b>OTHER FAST STREAM ENTRIES</b>						
<b>Inland Revenue</b>	12	936	78.0	14	1.5	4
<b>Economists</b>	144	511	3.5	72	14.1	0
<b>Economists (Europe)</b>	3	26	8.7	1	3.8	0
<b>Economists (Diplomatic Service)</b>	5	262	52.4	2	0.8	0
<b>Statisticians</b>	70	309	4.4	26	8.4	2
<b>Graduate Management Trainees (GCHQ)</b>	6	417	69.5	5	1.2	0
<b>TOTAL</b>	<b>512</b>	<b>11777</b>	<b>23.0</b>	<b>421</b>	<b>3.6</b>	<b>19</b>
<b>In-Service Administrative Nomination Scheme</b>	22	60		22	33.3	0
	posts available for all recommended nominations					

## ANNEX B

## Results by gender at main stages of 2001 Fast Stream recruitment

	APPLICATIONS			SIFT STAGES								
	M	F	T	Invited to QT			Attended QT			Invited to Preliminary Interview		
				M	F	T	M	F	T	M	F	T
General Fast Stream	4786	4530	9316	4528	4357	8885	3443	3335	6778			
% of total	51.4	48.6		51.0	49.0		50.8	49.2				
Inland Revenue	489	447	936	467	432	899	350	327	677	81	80	161
% of total	52.2	47.8		51.9	48.1		51.7	48.3		50.3	49.7	

	APPLICATIONS			SIFT STAGES								
	M	F	T									
Economists	343	194	537									
% of total	63.9	36.1										
Statisticians	154	155	309									
% of total	49.8	50.2										

	APPLICATIONS			SIFT STAGES								
	M	F	T	Invited to QT			Attended QT					
				M	F	T	M	F	T			
Economists (Diplomatic Service)	181	81	262	154	74	228	120	64	184			
% of total	69.1	30.9		67.5	32.5		65.2	34.8				

	APPLICATIONS			SIFT STAGES								
	M	F	T	Invited to written test			Attended written test			Invited to Preliminary Interview		
				M	F	T	M	F	T	M	F	T
Graduate Management Trainees (GCHQ)	222	195	417	221	190	411	192	153	345	20	21	41
% of total	53.2	46.8		53.8	46.2		55.7	44.3		48.8	51.2	

	APPLICATIONS			RECOMMENDED FOR APPOINTMENT		
	M	F	T	M	F	T
% of total	6175	5602	11777	204	217	421
	52.4	47.6		48.5	51.5	

INTERVIEW STAGES									RECOMMENDED FOR APPOINTMENT		
Invited to CSSB/IRSB			Attended CSSB/IRSB			Invited to Final Selection Board					
M	F	T	M	F	T	M	F	T	M	F	T
873	902	1775	669	671	1340	48	25	73	138	163	301
49.2	50.8		49.9	50.1		65.8	34.2		45.8	54.2	
41	49	90	30	34	64				4	10	14
45.6	54.4		46.9	53.1					28.6	71.4	

INTERVIEW STAGES						RECOMMENDED FOR APPOINTMENT		
Invited to CSSB			Attended CSSB					
M	F	T	M	F	T	M	F	T
197	121	318	137	82	219	50	23	73
61.9	38.1		62.6	37.4		68.5	31.5	
65	112	177	43	80	123	8	18	26
36.7	63.3		35.0	65.0		30.8	69.2	

INTERVIEW STAGES									RECOMMENDED FOR APPOINTMENT		
Invited to CSSB			Attended CSSB			Invited to Final Selection Board					
M	F	T	M	F	T	M	F	T	M	F	T
28	10	38	16	6	22	2	1	3	1	1	2
73.7	26.3		72.7	27.3		66.7	33.3		50	50	

INTERVIEW STAGES						RECOMMENDED FOR APPOINTMENT					
Attended Preliminary Interview						Invited to Final Selection Board					
M	F	T				M	F	T	M	F	T
16	16	32				6	5	11	3	2	5
50.0	50.0					54.5	45.5		60.0	40.0	

In-Service Nomination Scheme % of total	NOMINATIONS			INTERVIEW STAGES			RECOMMENDED FOR APPOINTMENT		
				Attended CSSB					
	M	F	T	M	F	T	M	F	T
	30	30	60	29	29	58	11	11	22
	50	50		50	50		50	50	

**KEY**  
M = Male  
F = Female  
T = Total

**ANNEX C**
**Results by ethnic origin at main stages of 2001 Fast Stream recruitment**

	APPLICATIONS				SIFT STAGES											
					Invited to QT				Attended QT				Invited to Preliminary Interview			
	W	E	NR	T	W	E	NR	T	W	E	NR	T	W	E	NR	T
General Fast Stream	7808	1389	119	9316	7514	1257	114	8885	5814	874	90	6778				
% of total	83.8	14.9	1.3		84.6	14.1	1.3		85.8	12.9	1.3					
Inland Revenue	658	264	14	936	646	240	13	899	496	171	10	677	140	20	1	161
% of total	70.3	28.2	1.5		71.9	26.7	1.4		73.2	25.3	1.5		87.0	12.4	0.6	

	APPLICATIONS				SIFT STAGES											
	W	E	NR	T												
Economists	401	125	11	537												
% of total	74.7	23.3	2.0													
Statisticians	249	60		309												
% of total	80.6	19.4														

	APPLICATIONS				SIFT STAGES											
					Invited to QT				Attended QT							
	W	E	NR	T	W	E	NR	T	W	E	NR	T	W	E	NR	T
Economists (Diplomatic Service)	180	76	6	262	161	63	4	228	128	52	4	184				
% of total	68.7	29.0	2.3		70.6	27.6	1.8		69.6	28.2	2.2					

	APPLICATIONS				SIFT STAGES											
					Invited to Written Test				Attended Written Test				Invited to Preliminary Interview			
	W	E	NR	T	W	E	NR	T	W	E	NR	T	W	E	NR	T
Graduate Management Trainees (GCHQ)	387	27	3	417	382	29	0	411	323	19	3	345	39	2	0	41
% of total	92.8	6.5	0.7		92.9	7.1	0.0		93.6	5.5	0.9		95.1	4.9	0.0	

	APPLICATIONS				RECOMMENDED FOR APPOINTMENT			
	W	E	NR	T	W	E	NR	T
TOTALS	9683	1941	153	11777	383	32	6	421
% of total	82.2	16.5	1.3		91.0	7.6	1.4	

INTERVIEW STAGES												RECOMMENDED FOR APPOINTMENT			
Invited to CSSB/IRSB				Attended CSSB/IRSB				Invited to Final Selection Board							
W	E	NR	T	W	E	NR	T	W	E	NR	T	W	E	NR	T
1603	152	20	1775	1202	121	17	1340	63	8	2	73	278	18	5	301
90.3	8.6	1.1		89.7	9.0	1.3		86.3	11.0	2.7		92.3	6.0	1.7	
75	15	0	90	49	15	0	64					12	2	0	14
83.3	16.7	0.0		76.6	23.4	0.0						85.7	14.3	0.0	

INTERVIEW STAGES								RECOMMENDED FOR APPOINTMENT			
Invited to CSSB				Attended CSSB							
W	E	NR	T	W	E	NR	T	W	E	NR	T
251	60	7	318	168	46	5	219	61	11	1	73
78.9	18.9	2.2		76.7	21.0	2.3		83.5	15.1	1.4	
155	22	0	177	112	11	0	123	25	1	0	26
87.6	12.4	0.0		91.1	8.9	0.0		96.2	3.8	0.0	

INTERVIEW STAGES												RECOMMENDED FOR APPOINTMENT			
Invited to CSSB				Attended CSSB				Invited to Final Selection Board							
W	E	NR	T	W	E	NR	T	W	E	NR	T	W	E	NR	T
28	10	0	38	18	4	0	22	2	1	0	3	2	0	0	2
73.7	26.3	0.0		81.8	18.2	0.0		66.7	33.3	0.0		100.0	0.0	0.0	

INTERVIEW STAGES								RECOMMENDED FOR APPOINTMENT							
Attended Preliminary Interview								Invited to Final Selection Board							
W	E	NR	T					W	E	NR	T	W	E	NR	T
31	1	0	32					11	0	0	11	5	0	0	5
96.9	3.1	0.0						100.0	0.0	0.0		100.0	0.0	0.0	

**KEY**

W = White

E = Ethnic minority

NR = Non-respondent to ethnic questionnaire

T = Total

**ANNEX D**
**Results by university of first degree  
in 2001 Fast Stream recruitment**

UNIVERSITY	APPLICATIONS Total	RECOMMENDED FOR APPOINTMENT				
		Generalists		Clerks	Science/ Engineering	Europe Generalists
		Diplomatic Service	Home Civil Service			
Aberdeen	139		1			
Abertay	25					
Anglia Polytechnic	50					
Aston	42					
Bath	81		1		1	
Birmingham	261		2			
Bournemouth	25					
Bradford	74		1			
Brighton	35					
Bristol	212		5		1	1
Brunel	102		1			
Buckingham	16					
Cambridge	436	7	34		3	6
Central England in Birmingham	68					
Central Lancashire	74					
City University	34					
Coventry	73					
Cranfield	6					
De Montfort	121					
Derby	49					
Dundee	44					
Durham	315	2	11		2	
East Anglia	126					
East London	75					
Edinburgh	277	1	13			
Essex	63		2			
Exeter	190		1			
Glasgow Caledonian	49		1			
Glasgow	201		4			
Greenwich	74		1			
Heriot-Watt	51					
Hertfordshire	85					
Huddersfield	53		1			
Hull	183		1			
Humberside	59					
Keele	109		2			
Kent at Canterbury	143		5			
Kingston	52					
Lancaster	205		4			
Leeds	353	1	7			1
Leeds Metropolitan	45					
Leicester	190		5		1	1
Liverpool John Moores	67	1				
Liverpool	198		3			
London–Birkbeck	20					
Goldsmith's	39					
Imperial College	35				1	
King's	132		5			
LSE	96		6	1		
Queen Mary & Westfield	119					
Royal Holloway	98		1	1	1	
Oriental & African Studies	48		1			
University College	184		5			
Wye	6		1			
Other	52		1			

	Economists	Statisticians	Economists Diplomatic Service	Graduate Management Trainees (GCHQ)	Inland Revenue	Total Rec for Appt	Overall success rate
Economists	1					2	1.4
						0	0.0
						0	0.0
		1				0	0.0
	4	1				3	3.7
						7	2.7
						0	0.0
						1	1.4
						0	0.0
	5			1		13	6.1
	1					2	2.0
						0	0.0
	5	3	1			59	13.5
						0	0.0
		1				0	0.0
						1	2.9
						0	0.0
						0	0.0
					2	2	1.7
						0	0.0
	1					1	2.3
	1					16	5.1
	2					2	1.6
						0	0.0
		1				15	5.4
						2	3.2
	3	1		1	1	7	3.7
						1	2.0
	1	2				7	3.5
						1	1.4
						0	0.0
						0	0.0
						1	1.9
						1	0.5
						0	0.0
						2	1.8
						5	3.5
						0	0.0
						4	2.0
		1		1		11	3.1
						0	0.0
		1			1	9	4.7
						1	1.5
	1				1	5	2.5
		2				2	10.0
						0	0.0
						1	2.9
						5	3.8
	1	1				9	9.4
	1					1	0.8
	1					4	4.1
	1					2	4.2
						5	2.7
						1	16.7
	1				1	3	5.8

**ANNEX D**
**Results by university of first degree  
in 2001 Fast Stream recruitment (continued)**

UNIVERSITY	APPLICATIONS Total	RECOMMENDED FOR APPOINTMENT				
		Generalists		Clerks	Science/ Engineering	Europe Generalists
		Diplomatic Service	Home Civil Service			
London Guildhall	101		1			
Loughborough	86		1			
Luton	34					
Manchester Metropolitan	122		1			
Manchester	320	1	9	1	1	1
Middlesex	127					
Napier	19					
Newcastle upon Tyne	175		6			
North London	67					
Northumbria at Newcastle	106					
Nottingham	235		6		2	1
Nottingham Trent	124		2			
Open University	61					
Oxford	495	8	38			1
Oxford Brookes	50					
Paisley	33					
Plymouth	87	1			1	
Portsmouth	85		1			
Queen's University of Belfast	112					
Reading	120		2			
Robert Gordon	13					
Salford	58					
Sheffield Hallam	58		1			
Sheffield	250		6	1		1
South Bank	73	1				
Southampton	196		2		1	
St Andrews	124	2	5			
Staffordshire	85	1				
Stirling	71					
Strathclyde	132					
Sunderland	52		1			
Surrey	82					
Sussex	116	1	2			1
Teeside	28					
Thames Valley	43					
Ulster	55					1
Wales – Aberystwyth	103		1			
Bangor	66					
Cardiff	204	1	1	1		
Lampeter, St David's	4					
Swansea	107					
Not Stated	75					
Warwick	188		6		1	
West of England, Bristol	90					
Westminster	87		1			
Wolverhampton	89					
York	128		3		1	
Others (including Institutions of Higher Education)	447	1	6		1	
Overseas	221		6			
Not Stated	14					
<b>TOTAL</b>	<b>11777</b>	<b>29</b>	<b>234</b>	<b>5</b>	<b>18</b>	<b>15</b>

	Economists	Statisticians	Economists Diplomatic Service	Graduate Management Trainees (GCHQ)	Inland Revenue	Total Rec for Appt	Overall success rate
	1					2	2.0
	1				1	3	3.5
						0	0.0
	1					2	1.6
	3					16	5.0
	1					1	0.8
						0	0.0
	1	1				8	4.6
						0	0.0
						0	0.0
	7	1		1		18	7.7
						2	1.6
						0	0.0
1	8	1	1	1		59	11.9
					1	1	2.0
						0	0.0
						2	2.3
						1	1.2
	1					1	0.9
	1					3	2.5
						0	0.0
						0	0.0
						1	1.7
	1	4			2	15	6.0
						1	1.4
					1	4	2.0
						7	5.6
					1	2	2.4
						0	0.0
	1					1	0.8
						1	1.9
						0	0.0
						4	3.4
						0	0.0
						0	0.0
						1	1.8
						1	1.0
	1					1	1.5
	1	1				5	2.5
						0	0.0
	2				1	3	2.8
						0	0.0
	4	2				13	6.9
						0	0.0
						1	1.1
						0	0.0
	2				1	7	5.5
	1					9	2.0
	3	1				10	4.5
	1					1	7.1
1	72	26	2	5	14	421	

## 1 RESULTS BY GENDER

COMPETITION	VACANCIES	APPLICATIONS					RECOMMENDED FOR APPOINTMENT				
		M	% of total	F	% of total	T	M	% of total	F	% of total	T
2001	512	6175	52.4	5602	47.6	<b>11777</b>	204	48.5	217	51.5	<b>421</b>
2000	560	7487	52.0	6922	48.0	<b>14409</b>	223	52.3	203	47.7	<b>426</b>
1999	445	5220	53.2	4594	46.8	<b>9814</b>	153	50.0	153	50.0	<b>306</b>
1998	367	4931	54.6	4106	45.4	<b>9037</b>	144	61.3	91	38.7	<b>235</b>
1997	308	5920	58.4	4224	41.6	<b>10144</b>	169	61.0	108	39.0	<b>277</b>
1996	299	6750	57.0	5092	43.0	<b>11842</b>	197	63.5	113	36.5	<b>310</b>

## 2 RESULTS BY ETHNIC ORIGIN

COMPETITION	VACANCIES	APPLICATIONS							RECOMMENDED FOR APPOINTMENT						
		W	% of total	E	% of total	NR	% of total	T	W	% of total	E	% of total	NR	% of total	T
2001	512	9683	82.2	1941	16.5	153	1.3	<b>11777</b>	383	91.0	32	7.6	6	1.4	<b>421</b>
2000	560	12076	83.8	2154	15.0	179	1.2	<b>14409</b>	392	92.0	29	6.8	5	1.2	<b>426</b>
1999	445	8412	85.7	1296	13.2	106	1.1	<b>9814</b>	287	93.8	18	5.9	1	0.3	<b>306</b>
1998	367	7884	87.2	1098	12.2	55	0.6	<b>9037</b>	226	96.2	8	3.4	1	0.4	<b>235</b>
1997	308	8759	86.3	1347	13.3	38	0.4	<b>10144</b>	269	97.1	7	2.5	1	0.4	<b>277</b>
1996	299	10291	86.9	1469	12.4	82	0.7	<b>11842</b>	292	94.2	17	5.5	1	0.3	<b>310</b>

## 3 RESULTS BY UNIVERSITY OF FIRST DEGREE

COMPETITION	VACANCIES	APPLICATIONS					RECOMMENDED FOR APPOINTMENT				
		OX	% of total	O	% of total	T	OX	% of total	O	% of total	T
2001	512	931	7.9	10846	92.1	<b>11777</b>	118	28.0	303	72.0	<b>421</b>
2000	560	1120	7.8	13289	92.2	<b>14409</b>	137	32.2	289	67.8	<b>426</b>
1999	445	934	9.5	8880	90.5	<b>9814</b>	92	30.1	214	69.9	<b>306</b>
1998	367	895	9.9	8142	90.1	<b>9037</b>	81	34.5	154	65.5	<b>235</b>
1997	308	882	8.7	9262	91.3	<b>10144</b>	95	34.3	182	65.7	<b>277</b>
1996	299	1086	9.2	10756	90.8	<b>11842</b>	112	36.1	198	63.9	<b>310</b>

## KEY

M = Male

F = Female

W = White

E = Ethnic minority

NR = Non-respondent to ethnic questionnaire

OX = Oxford and Cambridge

O = Other

T = Total

