



Department
for Transport

Equality Monitoring 2013/14 Maritime and Coastguard Agency

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GOVERNMENT OPERATIONAL RESEARCH SERVICE

In House Analytical Consultancy

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Summary of diversity analysis

1. Introduction

This report contains an analysis of the diversity of MCA staff for 2013-14.

The aims of the analysis were to:

- summarise the diversity characteristics of staff and applicants;
- compare the diversity of MCA staff with the diversity of local working-age populations;
- identify differences between diversity groups within MCA; and
- highlight any changes over the previous years.

Data on staff, job applicants and leavers, plus performance management, sickness absence, and training, were analysed to determine whether there were statistically significant differences with respect to protected characteristics.

Characteristics considered were gender, race, disability, pay band, age, sexual orientation, religion and belief, job type and working pattern.

Results described in this report are based on the outcomes of statistical tests. These tests are used to identify statistically significant differences between groups – that is, differences larger than the likely range of natural variation. Throughout this report, if a difference is reported as being significant this means it was statistically significant.

The presence of a statistically significant result does not imply causation.

Full details of the analytical approach (including notes on the data) can be found in the technical annex published separately.

2. MCA background

The primary purpose of the Maritime and Coastguard Agency (MCA) is to implement the government's maritime safety policy in the United Kingdom and work to prevent the loss of life on the coast and at sea. The MCA provides a 24-hour maritime search and rescue service around the UK coast, and in the international search and rescue region, through HM Coastguard. They also inspect and survey ships to ensure that they meet UK and international safety rules. MCA also provides certification to seafarers, registers vessels and responds to pollution incidents from shipping and offshore installations.

At the end of 31st March 2014 there were 1,052 staff in post. These can be grouped by job type:

- 170 marine surveyors
- 468 coastguards
- 414 administrators

33.5% of staff were based in Spring Place, Southampton. The other staff were distributed across the UK.

There was a 2.1% decrease in staff numbers over 2013/14.

3. Diversity statistics

The table below shows the key diversity statistics for MCA.

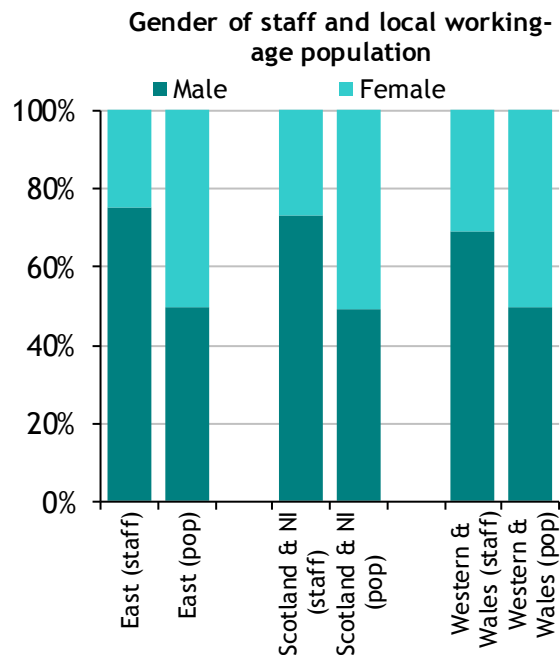
	% of those who declared	% all staff declared ¹
40 years and older	68.3%	100%
Female	33.3%	100%
Part-time	13.7%	100%
BME	4.1%	80.7%
Disabled	11%	66.3%
Lesbian, gay man, or bisexual	0.5%	62.5%
Declared a religion or belief	87.1%	22.8%

4. Diversity analysis key findings

MCA compared with local working-age populations

In all locations (other than Highcliffe) staff were older than expected when compared with the local working-age populations.

For coastal locations, staff were more likely to be male than expected given the local working-age populations.



Fewer staff in Scotland & Northern Ireland were white than expected given the local working-age population.

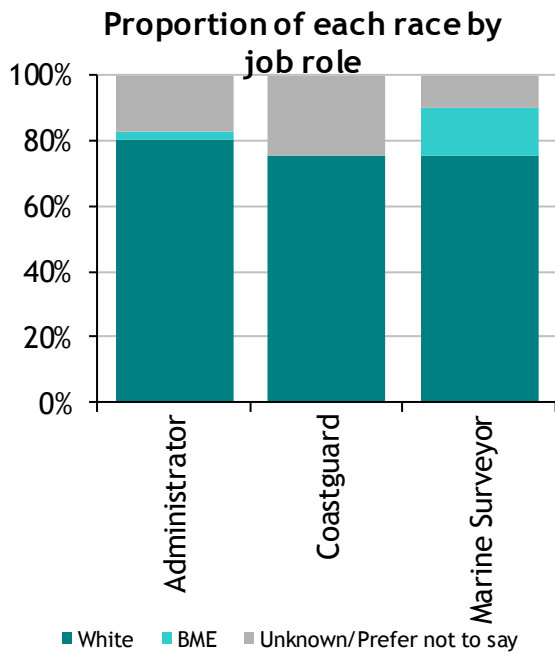
Higher proportions of applicants to posts in the Eastern region and to nationwide campaigns were male than expected, compared with the local working-age populations.

Diversity differences

Coastguards had higher proportions of male and full-time staff, and lower proportions of BME (black or minority ethnic) staff than expected compared with other job types.

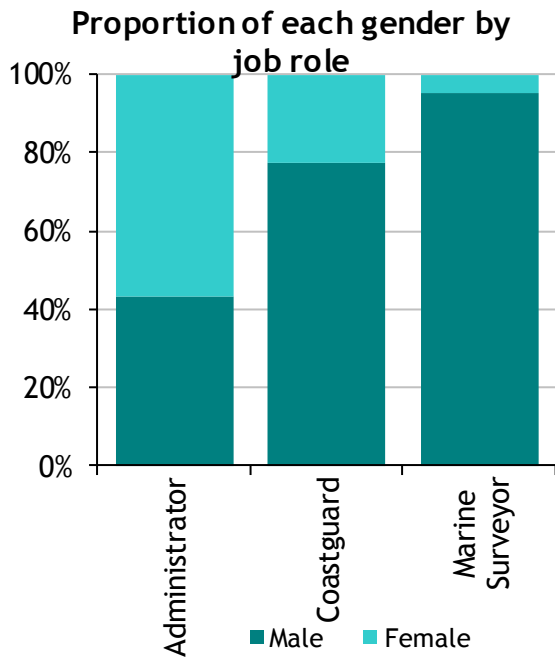
¹ This column relates to all staff and shows the % of all staff for whom the diversity characteristic is known (e.g. how many have declared a sexual orientation). Declarations of "prefer not to say" are treated as

unknown/not declared. Declarations of "prefer not to say" are treated as unknown/not declared.



Among the coastguards, there were fewer females in pay band D than expected given the gender split for all coastguards. Similarly, more coastguards in band A worked part time and more in band C worked full time than expected.

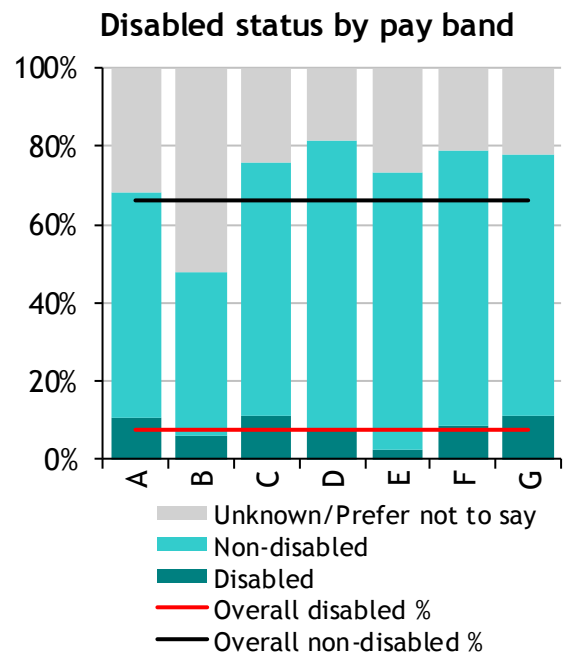
Marine surveyors had higher proportions of male, BME and older staff than expected compared with other job types.



Administrators had higher proportions of female, part-time and younger staff than expected given the overall MCA figures.

Among the administrators, there were more female staff in pay band B and more male staff in band G than expected given the gender split for all administrators.

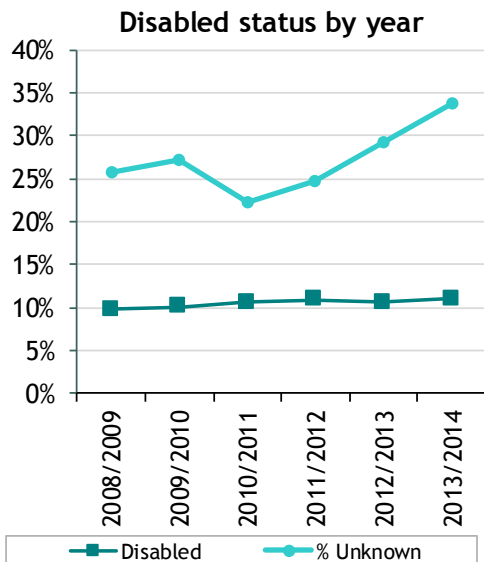
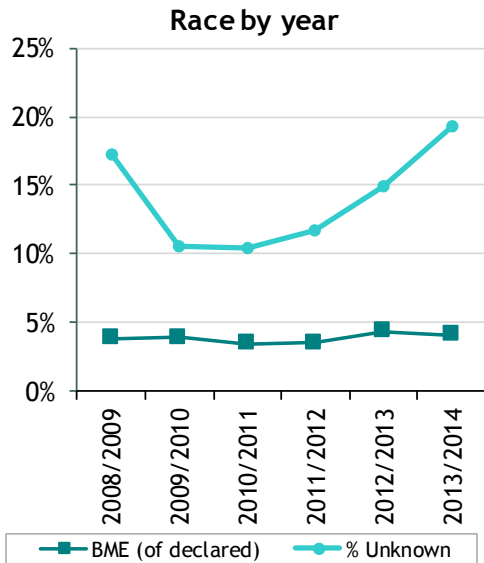
More staff in pay band E were disabled than expected given the disability profile for all pay bands.



Overall 11% of the staff in post left MCA during the year. More younger staff left pay band A and more older staff left pay band F-G than expected given the age profile of staff remaining in post.

Trends in key diversity statistics

There have been no significant trends in the proportion of female, BME or disabled staff over the last six years. However, the proportions of staff of unknown race and unknown disability status have risen significantly over the period.



Recruitment

Generally there were more male applicants to recruitment campaigns than expected, when compared with the local working-age populations.

There was a higher proportions of male applicants to pay band E and BME applicants to posts in pay band B in Spring Place than expected, compared with the local working-age population.

At sift, applicants to pay band B were less likely to be successful than expected given the success rates for other pay bands. This was partially due to the high numbers of applicants to pay band B.

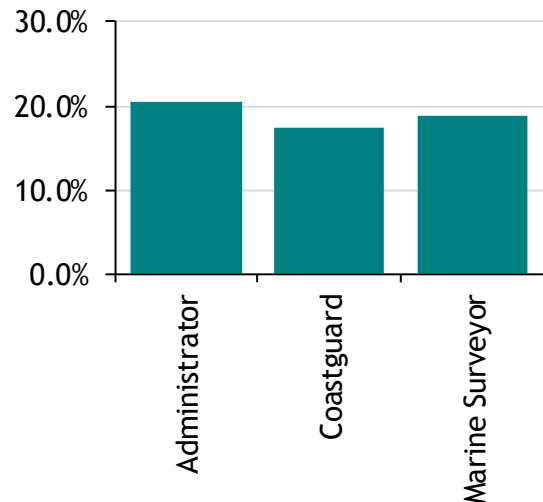
At interview/assessment stage, applicants to pay band B and white applicants were more likely to be successful than expected given the overall diversity profiles of all applicants.

Overall, higher proportions of white applicants were appointed than expected given the diversity profile of all applicants.

Performance assessment

962 staff received a performance mark; 18.8% received a performance mark 1, and 15.8% received a performance mark 3.

% of staff receiving a Performance mark 1 by job type



Of the marine surveyors, more full-time staff had received a performance mark 1 than expected given the working pattern profile of all marine surveyors. Staff whose disabled status was unknown and staff with more days of recorded sickness absence were more likely to have received a mark 3 than expected compared to staff without these characteristics.

For coastguards, fewer white staff had received a mark 3 than expected, compared with other staff.

Within the administrators, staff with more days of sickness absence were less likely to have received a performance mark 1 than expected, and male staff were more likely to have received a performance mark 3 than expected, compared with female staff.

Learning & Development

Only learning and development booked through MCA centrally has been analysed – training completed through Civil Service Learning could not be included.

For coastguards, staff in pay bands A and B were less likely to have had recorded training than expected given the overall proportion of coastguards who had had recorded training. Staff in pay bands C and D, non-disabled staff and older staff had had more recorded training than expected given the average number of days recorded training.

Within marine surveyors, full-time staff were more likely to have had recorded training than expected, and to have had more days of recorded training, on average. Staff in pay band G had fewer days of recorded training on average than expected, compared with staff in other pay bands.

Of the administrators, staff of unknown race and staff in pay band B were less likely to have had recorded training than expected. Staff in pay band B had had less recorded training than expected, and white staff, female staff and full-time staff had had more, compared with staff without these characteristics.

Sickness absence

Staff had 4.7 days of sickness absence each on average. 41.5% of staff had had sickness absence. The table below breaks these down by job type.

	% having sickness absence	Average number of days
Administrator	46.8%	4.7
Coastguard	40.8%	5.1
Marine Surveyor	30.8%	3.7

Within coastguards, white staff and female staff were more likely to have had sickness absence than expected given the overall proportion for coastguards. Staff in pay band D had fewer days of sickness absence than expected given the average number of days for other pay bands.

Of the administrators, staff in pay band E were less likely to have had sickness absence than expected. Disabled staff, staff in pay band C and part-time staff had had more days of sickness absence than expected. White staff had had fewer days of sickness absence than expected.

For marine surveyors, non-disabled staff had had more days of sickness absence than expected, and white staff and staff in pay band D had had fewer days of sickness absence than expected.

No significant results were found in the proportion of marine surveyors who had sickness absence.

Grievances & Discipline

There were no grievance or disciplinary cases during the year.

5. Information quality

The data was of good quality. The one improvement that could be made is by increasing declaration rates, particularly for disabled status, sexual orientation and religion and belief. If declaration rates are too low, analysis cannot be performed.

Data was only available for learning and development booked through MCA centrally, as it was not possible to link staff diversity data to the training data from Civil Service Learning.