



Department
for Transport

Equality Monitoring 2013/14 DSA (DVSA Drivers Side)

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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 Driving Standards Agency (DSA) staff for 2013-14.

The aims of the analysis were to:

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

Data on staff, job applicants and leavers, plus performance management, sickness absence, training and grievances and disciplines 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. DSA background

DSA was an executive agency of the Department for Transport until April 2014, when it was merged with the Vehicle and Operator Services Agency (VOSA) to form the Driver and Vehicle Standards Agency (DVSA).

The DSA was responsible for setting and delivering driving tests. It was also responsible for the regulation of driving instructors and trainers, and the promotion of voluntary registers and non-statutory activities to improve driving standards.

On the 31st March 2014, DSA employed 2,215 staff (excluding employees on long-term leave¹).

1,699 employees were driving examiners, 490 were admin staff and 26 were support staff. Support staff are DSA's cleaners and postal messengers. Admin employees include staff in the back office (working in HR, regulation, planning, etc.) as well as those that work

¹ Long term leave includes employees who were on long-term sickness absence.

in the call centre providing phone cover and keeping records up to date.

The largest single grouping of employees was in the Nottingham Head Office (the Axis building) where 297 staff were based; the next largest grouping of staff was at the Newcastle Area Office, where 231 staff were based.

The majority of employees at Nottingham Head Office, and all employees at Newcastle Area Office were admin. A small number of middle to higher graded driving examiners and support employees also worked in Nottingham. The vast majority of driving examiners and support staff worked at test centres throughout Great Britain.

There was a net decrease of 184 staff from 31st March 2013 (103 examiners, 80 admin staff, and 1 support staff).

A voluntary redundancy scheme for admin staff was run during 2012/13 and 2013/14. Staff who took redundancy as part of this scheme left during 2013/14.

3. Diversity statistics

The table below shows the key diversity statistics for DSA.

	% of those who declared	% all staff declared ²
40 years and older	85%	100%
Female	29%	100%
Part-time	19%	100%
BME	5%	83%
Disabled	13%	90%
Lesbian, gay man, or bisexual	2%	52%

² 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).

Declared a religion or belief	77%	47%
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4. Diversity analysis key findings

DSA compared with local working-age populations

Generally, the age profile of DSA staff was older than the profile of local populations.

There were significantly more females amongst Nottingham and Newcastle's admin staff than expected compared with the local population.

But, regarding recruitment, there were no significant differences between the gender profile of applicants to Nottingham and Newcastle posts and the gender profiles of the local populations.

Other locations (which contained mainly examiners) had more male staff and fewer BME (black and minority ethnic) staff compared with the GB population.

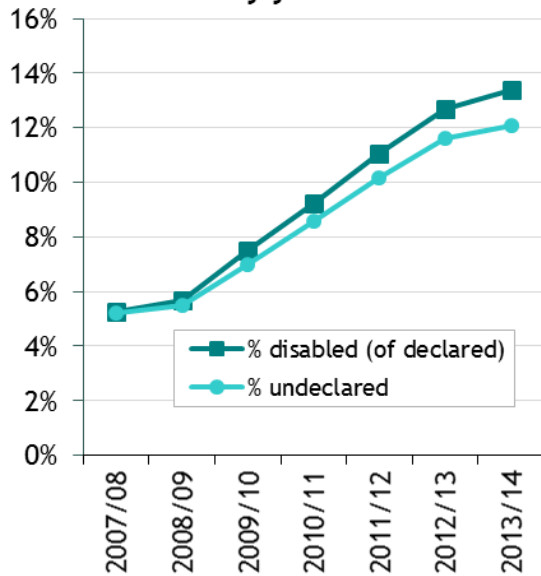
In contrast, there were more BME applicants for posts at other locations than expected compared with the GB population. There were also more male applicants than expected.

Trends in key diversity statistics

Since 2007/08, the proportion of disabled staff has been increasing significantly.

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

Proportion of disabled staff by year



The race and disability status declaration rates have decreased significantly across the same period. The sexual orientation declaration rate significantly increased from last year.

From 2009/10, the proportion of female staff has slightly decreased and the proportion of BME has slightly increased, but these trends were not significant.

Diversity differences within the organisation

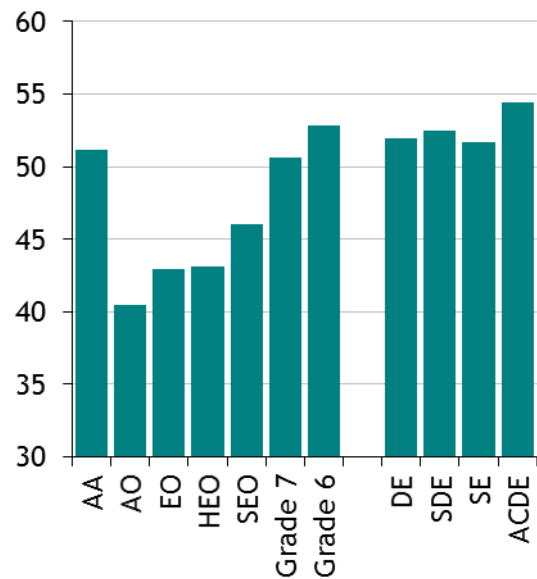
Examiners were more likely than admin staff to be male, non-disabled and work full-time.

Driving Examiner staff in grade DE tended to be younger and were more likely to work part-time than other examiners.

Grade 7 admin staff were more likely to be male, non-disabled and older than other admin pay bands.

AO admin staff tended to be younger than admin staff in other pay bands.

Average age by pay band



Recruitment

Applicants for DE posts were less likely to be successful at sift and less likely to be offered a post, whilst applicants to EO posts were more likely to be successful at sift and more likely to be offered a post than applicants for other pay bands.

A greater proportion of female applicants were successful at sift than male applicants.

Older applicants were less likely to be successful at interview/assessment than younger applicants. White applicants had a higher success rate at interview/assessment than BME applicants.

Additionally, the proportion of BME applicants who were offered a post was smaller than the proportions for white applicants and applicants with unknown race. Applicants who declared a religious belief were also less likely to be offered a post than other applicants.

Cessations

Staff leaving the agency tended to be older than other staff. Examiners leaving

were more likely to work part-time than the remaining examiners.

Performance assessment

DE, ACDE, full-time and disabled examiners were less likely to have received a performance rating 1 than other examiners.

Younger admin staff were more likely to have received a performance rating 1 than other admin staff.

Staff with more sickness absence were more likely to have received a performance rating 3.

Part-time examiners were more likely to have received a performance rating 3 than other examiners.

AO and older admin staff were more likely to have received a performance rating 3 than other admin staff.

Learning and development

Limited diversity analysis of learning and development has been possible using information held by DSA. It includes only training booked and recorded through the DSA learning team, which includes all face-to-face training, but does not include e-learning.

It is therefore highly likely that this understates the total amount of learning and development activity actually undertaken.

On average, staff had 3.0 days of recorded training each.

Younger staff were more likely to have recorded training than older staff. Staff who had had more sickness absence tended to have less recorded training than other staff.

Staff with unknown race or unknown disability status tended to have more recorded training than other staff.

AA staff, AO staff and female admin staff tended to have fewer days of recorded training than other admin staff.

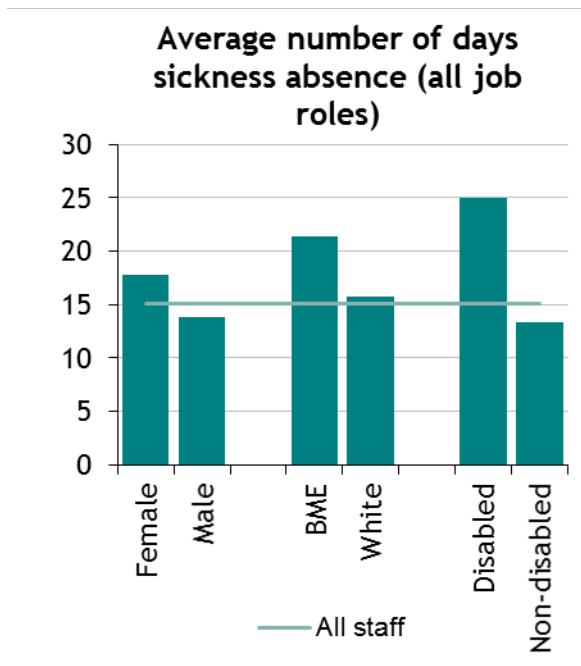
Grievances & discipline

There were 20 grievance cases during 2013/14 and all grievance cases were brought by examiners. Taking into account the gender proportions of examiners, female examiners were significantly more likely to have brought grievance cases than male examiners.

There were 32 discipline cases during 2013/14. There were no significant differences between different diversity groups.

Sickness absence

Driving examiners in grades DE and SDE were more likely to have had sickness absence and had more sickness absence recorded than other driving examiners. In contrast, HEO staff had fewer days recorded and Grade 6 staff were less likely to have had sickness absence.



Female staff were more likely to have had sickness absence and female admin staff had more sickness absence recorded than male admin staff.

Disabled admin staff had more sickness absence recorded than other admin staff whilst non-disabled examiners had fewer days recorded than other examiners.

BME examiners were more likely to have had sickness absence than white staff and staff with unknown race.

5. Information quality

The data was generally of good quality.

The one improvement that could be made is increasing sexual orientation and religion/belief declaration rates – in particular decreasing the large number of staff who declared “Prefer not to say” for these characteristic