



Department
for Transport



GOVERNMENT OPERATIONAL RESEARCH SERVICE

Equality Monitoring 2014/15

Equality Monitoring in MCA

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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 2014-15.

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 since previous years.

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

This year's report contains, for the first time, an analysis of progressions during the year (i.e. staff who moved up at least one grade).

Characteristics considered were gender, race, disability, grade, 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.

This summary generally reports differences that were statistically significant at the 99% confidence level. Where appropriate, differences found to be significant at the 95% confidence level have also been mentioned, but described as having been at a lower level of statistical significance.

The presence of a statistically significant result does not imply causation, although in some cases there may be an obvious explanation for at least some of the difference seen.

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 31 March 2015 there were 1,009 staff in post. These can be grouped by job type:

- 163 Marine Surveyors;
- 435 Coastguards; and

- 411 Administrators.

33.2% of all staff and 68.1% of administrators were based in Spring Place, Southampton.

There was a 4.1% decrease in reported staff numbers over 2014/15 (4.1% decrease in administrators, 7.1% in coastguards and 0.7% in marine surveyors).

3. Diversity statistics

The key diversity statistics for MCA are shown in the table below.

	% all staff making specific declaration against characteristic ¹	...of whom % declaring particular characteristic shown in brackets ²
Age (40 years and older)	100%	64.9%
Gender (Female)	100%	34.2%
Working pattern (Part-time)	100%	13.5%
Race (BAME)	72.3%	4.4%
Disability status (Disabled)	93.8%	5.0%
Sexual Orientation (Lesbian, gay man, or bisexual)	56.8%	0.7%

¹In this column, the % relates to the proportion of staff for whom the **overall** 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.

Religion and belief (Declared a religion or belief)	19.5%	88.3%
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4. Diversity analysis key findings

MCA compared with local working-age populations

For all locations where testing was possible (Spring Place and all coastal locations), there were fewer staff aged under 30 and fewer disabled staff than would be expected given the local working-age populations.

Also:

- Coastal locations had more male staff;
- Eastern and Western and Wales areas had more staff aged 50-59; and
- Scotland and Northern Ireland had more staff in the over 60 age group.

Diversity differences within the organisation

Administrators had disproportionately:

- more female staff;
- more white staff; and
- more part-time staff.

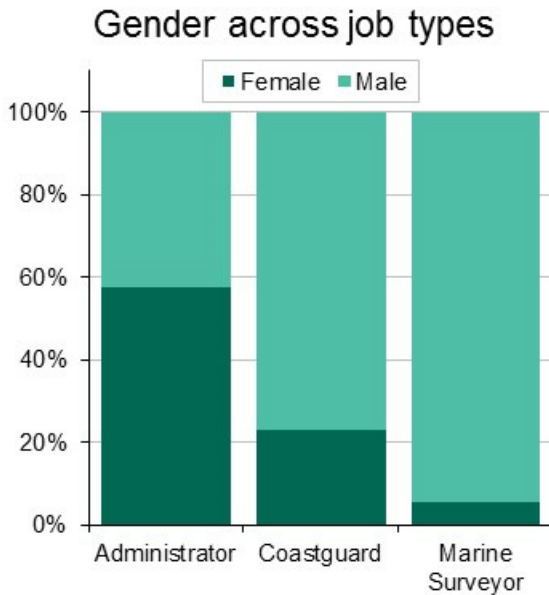
Among administrators:

- AA-EOs had disproportionately more female staff; and

² This column shows the proportion of staff who have declared that they are (e.g.) BAME or Disabled. It is based only on staff who have made a specific declaration – not including “prefer not to say” (Declarations of prefer not to say are treated as unknown/not declared).

- HEO-Grade 6 had disproportionately more male staff.

The graph below gives a breakdown of gender by job type.



Marine surveyors had disproportionately:

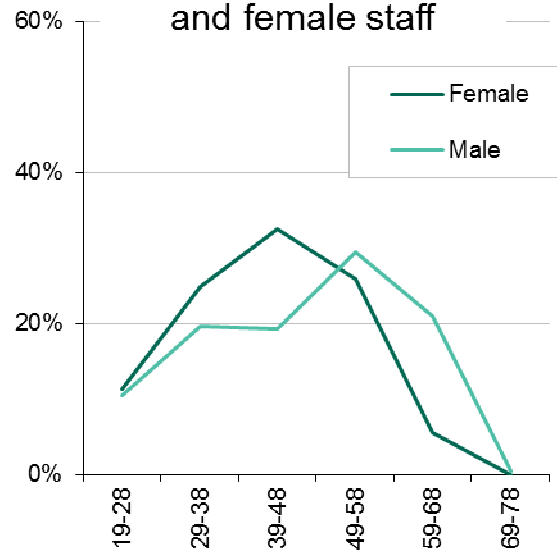
- more male staff; and
- more BAME staff.

Coastguards had disproportionately:

- more male staff;
- fewer part-time staff; and
- fewer BAME staff.

Among coastguards, disproportionately more staff in the AA-EO pay band were female.

Age distribution of male and female staff

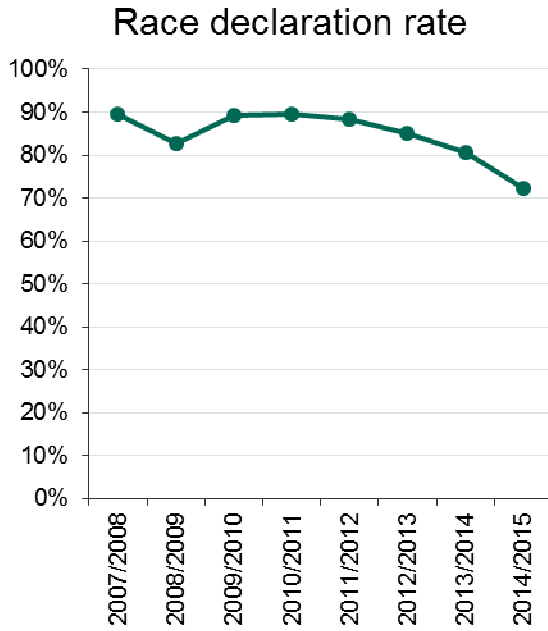


The age profiles of males and females were significantly different; male staff tended to be older with an average age of 46.7 years while female staff had an average age of 42.2 years.

Trends in key diversity statistics

Since 2013/14, the declaration rate for race has decreased, and for disability it has increased. The proportion of staff who were non-disabled has increased.

Since 2007/08, declaration rates for race have decreased. The proportion of disabled staff has decreased.



Recruitment

In comparison to the local working-age populations:

- higher proportions of males applied for jobs in Fareham, Scotland and Northern Ireland, Eastern and nationwide (the high numbers in Fareham are due the National Marine Operations Centre opening in Fareham).
- higher proportions of applicants to posts in the Eastern area were BAME, and fewer were non-disabled.
- lower proportions of applicants for nationwide campaigns were disabled.

Applicants who were successful at sift were more likely to be:

- applying for coastguard posts; and
- aged 30 or older.

Applicants who were successful at interview were:

- more likely to be non-disabled; and

- less likely to be applying for an AO post.

Throughout the application process, successful applicants were:

- more likely to be non-disabled;
- more likely to be applying for an EO post; and
- less likely to be applying for an administrator post.

Cessations

Of the staff who left MCA, 68.8% were coastguards (compared to 43.1% of staff in post who were coastguards). This was largely due to the ‘future coastguard’³ programme.

Of the leavers, there were disproportionately:

- fewer non-disabled staff;
- more older staff; and
- more AAs.

Performance assessment

22.1% of staff achieved a performance rating 1 in their performance assessment, and 12.9% achieved a performance rating 3.

The most important factors related to achieving a performance rating 1 were:

- the number of days worked (based on FTE, sickness absence and time in grade): staff who worked more days were more likely to achieve the highest rating.
- job type: Coastguards received disproportionately fewer performance rating 1s.

The most important factor related to achieving a performance rating 3 was

³The ‘future coastguard’ programme involved the reorganisation of the whole coastguard service. As a result, many coastguards left due to this programme.

job type; administrators received disproportionately fewer.

Progression

Coastguards were more likely to progress than other staff, largely due to the 'future coastguard' programme.

Within the Coastguard, disproportionately more EOs progressed.

Learning and development

Administrators and part-time staff were less likely to have received any training compared with all other staff.

On average:

- administrators had fewer training days;
- younger staff had more days; and
- SEOs had fewer days.

Sickness absence

Among the Coastguard:

- AAs were more likely to have had some sickness absence during the year, and HEOs were less likely; and
- BAME staff had fewer days sickness absence on average, and EOs, AAs and full-time staff had more.

Among the administrators:

- AOs were more likely to have had some sickness absence during the year.
- EOs had more days sickness absence, on average, than other grades.

Among the marine surveyors:

- BAME staff had disproportionately fewer days sickness absence, whereas older and full-time staff had more.

5. Information quality

The data were largely of good quality. However, there were seven staff whose grade was found to be incorrect after the analysis was performed. This should not affect the results too much, as they were spread across a range of grades, and constituted a very small proportion of staff overall.

The diversity analysis of staff in post and cessations would be more useful if data on race, disabled status, sexual orientation, and religion and belief were improved. This could be achieved through a drive to encourage staff (and in particular new staff) to complete their diversity data.

Annex A: Tables and Charts

A.1 Year on year comparison – all staff

Staff Type	March 31st 2014			March 31st 2015			Percentage point change	% change from 2014
	2013/2014	% of total	% of total that declared	2014/2015	% of total	% of total that declared		
All staff	1052			1009				
Males	702	66.7%	66.7%	664	65.8%	65.8%	-0.9	-5.4%
Females	350	33.3%	33.3%	345	34.2%	34.2%	+0.9	-1.4%
White	814	77.4%	95.9%	698	69.2%	95.6%	-8.2	-14.3%
BAME	35	3.3%	4.1%	32	3.2%	4.4%	-0.2	-8.6%
Unknown Race	203	19.3%	-	279	27.7%	-	+8.4	+37.4%
Non-disabled	621	59.0%	89.0%	899	89.1%	95.0%	+30.1	+44.8%
Disabled	77	7.3%	11.0%	47	4.7%	5.0%	-2.7	-39.0%
Unknown disabled status	354	33.7%	-	63	6.2%	-	-27.4	-82.2%
Full-Time	908	86.3%	86.3%	873	86.5%	86.5%	+0.2	-3.9%
Part-Time	144	13.7%	13.7%	136	13.5%	13.5%	-0.2	-5.6%
Average age	46.2			45.2				

A.2 Standardised grades

The Government's Civil Service Reform Plan asked Departments to review the employment terms and conditions offered to staff, to ensure that they reflect good, modern practice in the wider public and private sectors. As part of this plan, DfT has moved to standardised Civil Service grades (AO, EO, HEO etc). The following table shows how the previous years' pay bands map to the standardised grades.

Previous pay band	Standardised grade
A	AA
B	AO
C	EO

D	HEO
E1	SEO
E3	MS1
F	Grade 7
G	Grade 6
Unknown	Unknown

A.3 Geographical comparisons

The following table shows the catchment areas for each MCA location. This is described more fully in the Technical Annex.

Reporting Location	Local Authority	Reporting Location	Local Authority
Scotland & NI	Aberdeen City	Spring Place	Southampton
Scotland & NI	Aberdeenshire	Spring Place	Hampshire
Scotland & NI	Angus	Highcliffe	Dorset
Scotland & NI	Argyll & Bute	Abbey Wood	Bristol
Scotland & NI	Clackmannanshire	Abbey Wood	Bath & NE Somerset
Scotland & NI	Dumfries & Galloway	Abbey Wood	North Somerset
Scotland & NI	Dundee City	Abbey Wood	South Gloucestershire
Scotland & NI	East Ayrshire	NMOC Fareham	Southampton
Scotland & NI	East Dunbartonshire	NMOC Fareham	Hampshire
Scotland & NI	East Lothian	NMOC Fareham	Portsmouth
Scotland & NI	Edinburgh, City of	Western & Wales	Anglesey
Scotland & NI	Eilean Siar	Western & Wales	Bath & NE Somerset
Scotland & NI	Falkirk	Western & Wales	Blackpool
Scotland & NI	Fife	Western & Wales	Bridgend
Scotland & NI	Highland	Western & Wales	Bristol
Scotland & NI	Inverclyde	Western & Wales	Cardiff
Scotland & NI	Moray	Western & Wales	Carmarthenshire
Scotland & NI	North Ayrshire	Western & Wales	Ceredigion
Scotland & NI	Orkney Islands	Western & Wales	Cheshire
Scotland & NI	Perthshire & Kinross	Western & Wales	Conwy
Scotland & NI	Renfrewshire	Western & Wales	Cornwall and Isles of Scilly
Scotland & NI	Scottish Borders	Western & Wales	Cumbria
Scotland & NI	Shetland Islands	Western & Wales	Denbighshire
Scotland & NI	South Ayrshire	Western & Wales	Devon
Scotland & NI	West Dunbartonshire	Western & Wales	Flintshire
Scotland & NI	West Lothian	Western & Wales	Gloucestershire

Scotland & NI	Northern Ireland		Western & Wales	Gwynedd
East	Bournemouth		Western & Wales	Halton
East	Brighton and Hove		Western & Wales	Lancashire
East	Cambridgeshire		Western & Wales	Liverpool
East	Durham		Western & Wales	Monmouthshire
East	East Riding of Yorkshire		Western & Wales	Neath Port Talbot
East	East Sussex		Western & Wales	Newport
East	Essex		Western & Wales	North Somerset
East	Hampshire		Western & Wales	Pembrokeshire
East	Hartlepool		Western & Wales	Plymouth
East	Isle of Wight		Western & Wales	Sefton
East	Kent		Western & Wales	Somerset
East	Kingston upon Hull		Western & Wales	South Gloucestershire
East	Lincolnshire		Western & Wales	Swansea
East	Medway		Western & Wales	Torbay
East	Norfolk		Western & Wales	Vale of Glamorgan
East	North East Lincolnshire		Western & Wales	Wirral
East	North Lincolnshire			
East	North Tyneside			
East	North Yorkshire			
East	Northumberland			
East	Poole			
East	Portsmouth			
East	Redcar and Cleveland			
East	South Tyneside			
East	Southampton			
East	Southend-on-sea			
East	Stockton on Tees			
East	Suffolk			
East	Sunderland			
East	Thurrock			
East	West Sussex			
East	Dorset			