Equality Monitoring 2015/16

Equality Monitoring 2015/16: Technical Annexes

Version 1.0

In House Analytical Consultancy

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Annex A: Notes on data

A.1   Working-age populations

A.1.1 Reporting locations

To compare the diversity of staff in post with local working-age populations, we attached each building where staff were located to a Reporting Location, e.g. London, Swansea, etc. So all staff based in London, for example, were considered as being in one location, irrespective of which part of London they were located in.

For each Reporting Location we identified a catchment area and generated local working-age population figures based on data for that catchment area.

A catchment area would typically include the relevant Local Authority area for the Reporting Location, plus neighbouring Local Authorities, as agreed with each Agency. For example, the London Reporting Location included the working-age population of all the London boroughs as well as those counties that border them.

A detailed list of catchment areas may be seen in Annex C.

A.1.2 Data sources

The UK population dataset at Local Authority[1] level is from the **Annual Population Survey (APS).** This survey is a combined survey of households in the United Kingdom, updated quarterly and available at Local Authority level and above. It is a residence-based labour market survey which includes population and economic activity, broken down by gender, age, race, industry and occupation[2] .

The majority of DfT agencies have staff based only in Great Britain, but the Maritime and Coastguard Agency (MCA) also has staff working in Northern Ireland. Where a nationwide population comparison was required, the GB working-age population (i.e. not including Northern Ireland) was used. The exception was MCA, which was compared with the UK.

APS data used in the 2015/16 Equality Monitoring reports were based on the one year period October 2014 - September 2015, and downloaded from www.nomisweb.co.uk ("Nomis") on 19th May 2016.

A.1.3 Population

Population data at local authority level from the APS were combined with **mid-year** (30 June) **population estimates** for 2014 – the most recent year available when we started our analysis. These were also available at Local Authority level and were based upon results from the 2011 Census with allowance for under-enumeration. These figures covered the entire population, not just the working-age population, so to estimate the

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[1] Local authorities including County Councils rather than District Councils.
[2] Further information on the survey can be found at
https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/qmis/annualpopulationsurveyapsqmi

working-age population (those aged 16-64 years) we took the number of males and females aged 15-64 years[3] (only five year age bands were available).

A.1.4 Disability status

The APS questions relating to disability changed in 2014, and respondents are now questioned about "physical or mental health conditions or illnesses" instead of "health problems or disabilities". We did not include this dataset as a comparison with staff disability for the 2013/14 equality monitoring reports as it was a new item that did not appear to be comparable enough. Staff data collection tends to simply ask for an indication of "Declared Disabled" or "Disabled". However, from 2014/15 we started to use the disability dataset, since it is the most similar available dataset in the APS, and the questions asked were intended to measure disability.

A.1.5 Race

APS data were available for the following ethnic groups:

- Mixed;
- Indian;
- Pakistani/Bangladeshi;
- Black/Black British; and
- Other.

For our analysis, we have combined all the above into a single Black, Asian and Minority Ethnic BAME category.

A.1.6 Sickness absence data

For DfT(c) and all agencies, data were available on the number of days of recorded sickness absence for each member of staff, with one record per incidence.

Working pattern

No adjustment has been made to absence records for part-time staff. The analysis has been performed on the number of days absent (i.e. how many days of work were recorded as missed).

If the analysis suggests that part-time staff had significantly more sickness absence, then we can be confident that this finding is correct. i.e. we are saying that they were absent for more actual calendar days than other staff- not making any allowance for the fact that they may have been due to work fewer calendar days in the first place.

However, given that part-time staff have fewer available working days, the reverse result (part-time staff having significantly less absence) may not be a meaningful finding.

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[3] Please note that as of August 2010, the official definition of "working age" expanded to include both males and females aged 16-64 years old; this reflects a planned change in the female state pension age. All have been included in our working-age populations.

Annex B: Analytical approach

Two statistical approaches have been used to test for differences in the data: univariate methods that test one variable at a time and multivariate methods that compare several variables simultaneously. Wherever possible, multivariate methods have been used.

B.1   Multivariate methods – Regression Analysis

The main technique used to analyse data taking into account several factors simultaneously was regression: either multiple, logistic, Poisson or negative binomial.

Regression attempts to predict a dependent variable (e.g. the amount of sickness absence taken) using one or more independent variables (such as gender, age etc). In using multiple regression, the principle is to find the "line of best fit" by minimising the sum of the squared distance from the fitted line to each observation. (This approach is sometimes referred to as ordinary least squares regression). The aim is to find a set of independent variables that have a significant relationship with the dependent variable.

Much of the datasets that were analysed had a binary (0/1) result, for example, was in a grade or not; obtained the top performance rating or did not; was selected for interview or was not etc. This type of data lends itself to being analysed using logistic regression. Logistic regression is analogous to ordinary least squares regression, with the exception that a logistic curve rather than a straight line is fitted to the data. In some cases, neither multiple nor logistic regression was suitable – for example for analysing the amount of sickness absence taken, which for the majority of people was nothing or very little but for a small number of cases was very high. For this analysis Poisson or negative binomial models were used.

In all these approaches, the first step is for each characteristic to be tested in turn to see if it is significantly associated with the outcome (e.g. passed a recruitment stage or not). By significant, we mean that a staff characteristic accounted for an unusually high proportion of the variation seen in the dependent variable. For example, to see if age was a significant factor as to whether someone had passed the interview stage. In this case we would say something was successful or significant in "explaining the variation", to mean that if you knew the characteristic of the staff member, you would have a better chance of predicting the outcome (for example if you knew the age, you would also know something about the likely interview outcome). The starting assumption was that prior knowledge of someone's gender, race, age etc should not enable the model to predict whether they were more likely to have received the highest performance rating or were interviewed etc. Again, as with the univariate approach, significance does not necessarily equate to bias but gives the relative likelihood of it occurring.

The next step in the modelling process was to include the characteristic that explained the majority of the remaining variation after taking account of the first variable. This step was repeated until the variables outside the model could explain no further variation.

Generally an outcome could not simply be explained by a single characteristic. Often, it was several characteristics together that were important. For example, age, gender and race were quite often found to be a powerful combination. A major advantage of the

multivariate approach, compared with univariate, is that it is easier to see the relative importance of the characteristics.

There was an element of judgment involved in deciding which variables to include. In some cases variables were highly correlated, e.g. gender and full time equivalence: females were more likely to work part time than males. Where both were statistically significant and improved the amount of variation that could be explained, both were included.

B.2   Univariate methods - Chi-squared and Proportions tests

These tests were employed where further investigation was needed of staff age combined with other diversity characteristics. Additionally, the univariate approach was the primary approach used for analysing whether the proportion of job applicants for internally advertised campaigns by each diversity grouping was significantly different from that of the staff in post.

The results of these statistical tests give an indication of whether the pattern observed in the data was "significantly different from what would have been expected" or conversely whether any difference in proportions could be explained by natural variation.

For example, if there had been 100 applicants, 30 of whom were male, and the local working-age population was 50% male and 50% female, the tests would tell you whether the group was statistically different from any random sample of 100 from the working-age population.

For these tests we used the "95% confidence level". This means that if we reported a difference as being significant it meant there was only a 5% likelihood that the difference could have occurred purely by chance. We have also reported on differences that were significant at the 99% level – i.e. a 1% likelihood that the differences would have occurred by chance.

A certain amount of variation is expected, even with completely random samples, and so it should not be assumed that something that is statistically significant indicates that there is a bias – the level of significance only indicates the likelihood of something occurring. For example, a significant result at the 99% level would indicate something which is more unusual than something that is only significant at the 95% level.

As there are several characteristics to be tested, several univariate tests had to be conducted. One of the drawbacks of multiple univariate testing is that the more tests that are undertaken the higher the probability of finding false significant results. To reduce this risk, we have used the Bonferroni adjustment to the significance levels.

A further drawback with univariate approaches is that they do not take into account all of the other factors simultaneously. In practice an individual staff member has several characteristics: their gender, race, working pattern etc. In looking at only one of these characteristics at a time (for example in relation to performance), the effect of another characteristic is not taken into account and results can be misleading. It is possible to use multi-dimensional contingency tables for chi-squared tests, but the interpretation of the results can be difficult.

It is still, however, an appropriate approach in many circumstances – particularly when the group should be reasonably comparable with the rest of the population, but where possible we are moving away from these approaches.

B.3   Trend analysis

Logistic regression was used to identify trends in the data. This regression included all staff for all years as data points and was performed on gender, race and disability data. The dependent variable was a binary (0/1) identifying whether or not each staff member belonged to the characteristic that was being analysed (e.g. female, unknown disability status etc.). Year was used as the only explanatory variable, i.e. the regression tried to model the staff characteristics based only on year. If year was a strong predictor of a staff characteristic then this meant there was a significant trend.

For example, if year had a significant positive coefficient for a characteristic then this would mean that the chances of staff having that characteristic significantly increased with time i.e. there was a significant positive trend for that characteristic.

This analysis was univariate – each characteristic was analysed separately and year was the only explanatory variable included. This means that the analysis does not account for relationships between the different characteristics.

Annex C: Tables and chart

C.1   Declaration rates

C.1.1 Including "prefer not to say"

Protected characteristic	DfT(c)	DVLA	MCA	VCA	DVSA	Overall
Age	100%	100%	100%	100%	100%	100%
Gender	100%	100%	100%	100%	100%	100%
Race	78%	86%	67%	100%	98%	87%
Disability Status	58%	70%	78%	100%	84%	74%
Religion and belief	57%	64%	28%	99%	68%	62%
Sexual orientation	59%	69%	67%	99%	69%	68%

C.1.2 Excluding "prefer not to say"

Protected characteristic	DfT(c)	DVLA	MCA	VCA	DVSA	Overall
Age	100%	100%	100%	100%	100%	100%
Gender	100%	100%	100%	100%	100%	100%
Race	48%	66%	63%	94%	74%	66%
Disability Status	57%	66%	74%	99%	84%	71%
Religion and belief	38%	17%	21%	86%	40%	29%
Sexual orientation	42%	25%	51%	88%	44%	36%

C.2   Geographical distribution of staff

The map below shows the geographical distribution of DfT staff in Great Britain. In addition, there were 40 staff in Northern Ireland, 25 in the Shetland Islands, and 10 staff overseas.

Legend

Key Locations

NumberofStaff

◇	45 - 300
◆	301 - 1000
●	1001 - 6500

GB Areas

NumberofStaff

- 0 - 6
- 7 - 17
- 18 - 35
- 36 - 53
- 54 - 75
- 76 - 159
- 160 - 286
- 287 - 480
- 481 - 1857
- 1858 - 6249
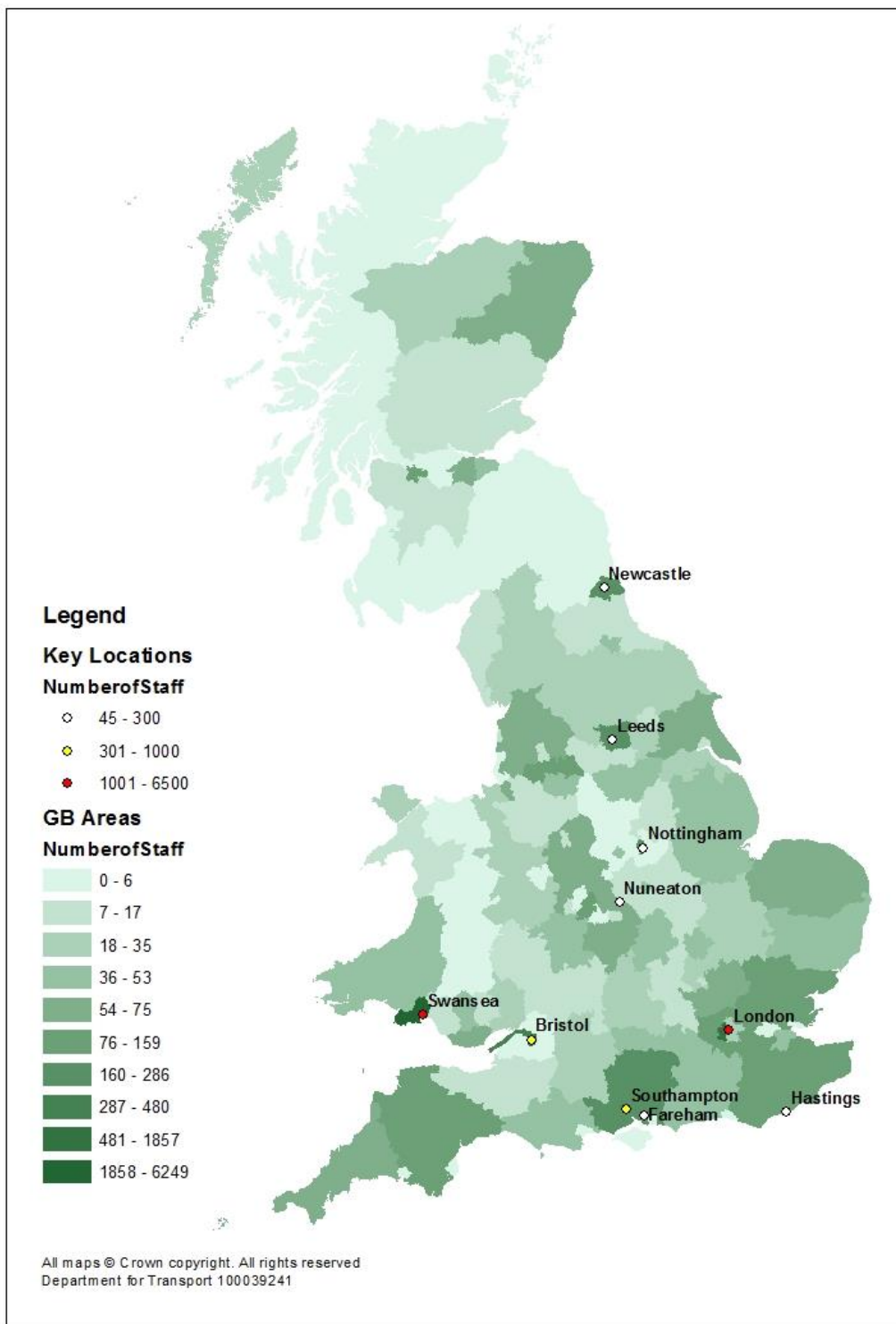
C.3 Performance management

C.3.1 Job type

Job type	Rating 1	Rating 2	Rating 3	Number of staff
DfT(c)	25%	66%	8%	1816
DVLA non-operational	22%	75%	3%	1045
DVLA operational	22%	71%	7%	4341
DVSA driving examiners	14%	84%	2%	1599
DVSA support	17%	82%	1%	1389
DVSA vehicle/traffic examiner	12%	87%	2%	1167
MCA admin	26%	65%	9%	385
MCA coastguard	16%	70%	14%	336
MCA marine surveyor	28%	63%	9%	149
VCA admin	24%	66%	10%	82
VCA engineers	22%	75%	3%	68

C.3.2 Age
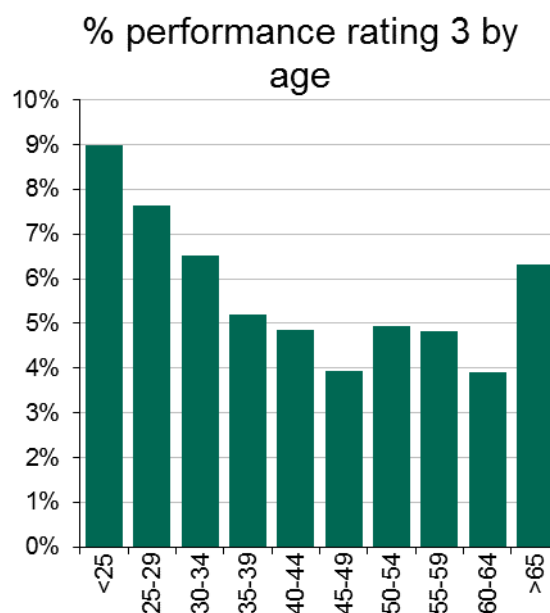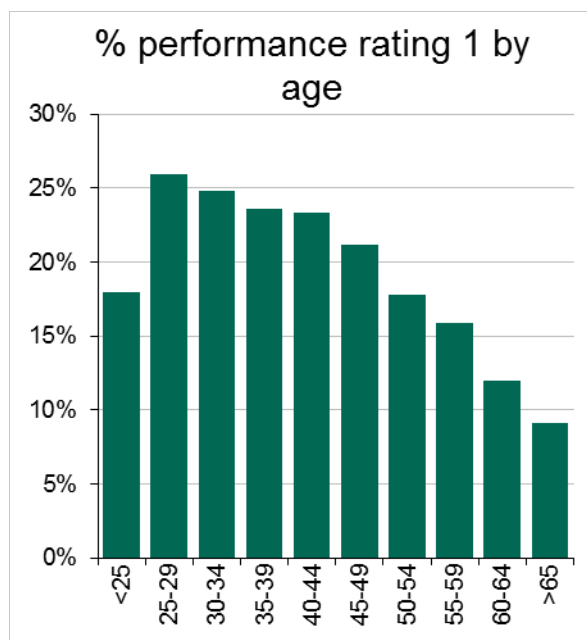
C.3.3 Grade

Grade	Rating 1	Rating 2	Rating 3	Number of staff
AA	19%	71%	10%	1488
AO	17%	78%	5%	3805
Driver/Workshop	23%	69%	8%	61
EO	18%	79%	3%	3472
HEO	25%	70%	5%	1464
Fast Stream	24%	70%	6%	50
SEO	27%	69%	4%	899
MS1	23%	65%	12%	82
Grade 7	27%	66%	7%	792
Grade 6	25%	68%	7%	248
MED	19%	81%	0%	16

C.3.4 Gender

Gender	Rating 1	Rating 2	Rating 3	Number of staff
Male	19%	75%	6%	6,821
Female	21%	74%	5%	5,556

C.3.5 Sickness absence

	Rating 1	Rating 2	Rating 3	Number of staff
Had S/A	12%	66%	6%	5,638
No S/A	25%	71%	4%	6,739

C.3.6 Disability declaration

	Rating 1	Rating 2	Rating 3	Number of staff
Unknown / prefer not to say	17%	75%	8%	2836
Disabled	16%	77%	7%	1201
Non-disabled	22%	74%	4%	8340

C.3.7 Detailed race

Race	Rating 1	Rating 2	Rating 3	Number of staff
White	21%	75%	4%	8271
Asian	21%	69%	10%	242
Black	10%	78%	12%	120
Mixed	27%	65%	7%	110
Unknown	18%	75%	7%	3631

C.3.8 Number of staff managed

Number of staff managed	Rating 1	Rating 2	Rating 3	Number of staff
0	18%	77%	6%	10165
1	30%	66%	4%	580
2	28%	69%	3%	379
3	31%	66%	3%	237
4	31%	66%	3%	190
5 or more	33%	64%	4%	826

C.4 Year on year comparison – all staff

C.4.1 Overall

Staff Type	March 31st 2015			March 31st 2016			% point change	% change from 2016
	No.	% of total	% of total that declared	No.	% of total	% of total that declared		
All staff	13,174			13,691				
Males	7,266	55%	55%	7,531	55%	55%	-0.1	+3.6%
Females	5,908	45%	45%	6,160	45%	45%	+0.1	+4.3%
White	9,306	71%	95%	8,516	62%	95%	-8.4	-8.5%
BAME	467	3%	5%	465	3%	5%	-0.1	-0.4%
Unknown Race	3,401	26%	-	4,710	34%	-	+8.6	+38.5%
Non-disabled	9,108	69%	89%	8,529	62%	88%	-6.8	-6.4%
Disabled	1,171	9%	11%	1,206	9%	12%	-0.1	+3.0%
Unknown disability status	2,895	22%	-	3,956	29%	-	+6.9	+36.6%
Full-time	10,413	79%	79%	10,814	79%	79%	-0.1	+3.9%
Part-time	2,761	21%	21%	2,877	21%	21%	+0.1	+4.2%

Staff Type	March 31st 2015			March 31st 2016			% point change	% change from 2016
	No.	% of total	% of total that declared	No.	% of total	% of total that declared		
Unknown working pattern	0	0%	-	0	0%	-	+0.0	+0.0%
Average age	44.4			44.3				

C.4.2 DVLA

Staff Type	March 31st 2015			March 31st 2016			Percentage point change	% change from 2015
	2014/2015	% of total	% of total that declared	2015/2016	% of total	% of total that declared		
All staff	5,674			6,032				
Males	2,151	38%	38%	2,350	39%	39%	+1.0	+9.3%
Females	3,523	62%	62%	3,682	61%	61%	-1.0	+4.5%
White	4,248	75%	99%	3,911	65%	99%	-10.0	-7.9%
BAME	52	1%	1%	54	1%	1%	-0.0	+3.8%
Unknown Race	1,374	24%	-	2,067	34%	-	+10.1	+50.4%
Non-disabled	3,385	60%	83%	3,278	54%	83%	-5.3	-3.2%
Disabled	685	12%	17%	683	11%	17%	-0.7	-0.3%
Unknown disability status	1,604	28%	-	2,071	34%	-	+6.1	+29.1%
Full Time	3,926	69%	69%	4,163	69%	69%	-0.2	+6.0%
Part Time	1,748	31%	31%	1,869	31%	31%	+0.2	+6.9%
Average age	41.1			41.4				

C.4.3 DVSA

Staff Type	March 31st 2015			March 31st 2016			Percent age point change	% change from 2015
	2014/ 2015	% of total	% of total that declared	2015/ 2016	% of total	% of total that declared		
All staff	4,382			4,370				
Males	3,114	71%	71%	3,108	71%	71%	+0.1	-0.2%
Females	1,268	29%	29%	1,262	29%	29%	-0.1	-0.5%
White	3,339	76%	95%	3,065	70%	95%	-6.1	-8.2%
BME	165	4%	5%	158	4%	5%	-0.1	-4.2%
Unknown/Prefer not to say Race	878	20%	-	1,147	26%	-	+6.2	+30.6%
Non-disabled	3,495	80%	91%	3,283	75%	90%	-4.6	-6.1%
Disabled	354	8%	9%	384	9%	10%	+0.7	+8.5%
Unknown/Prefer not to say disability	533	12%	-	703	16%	-	+3.9	+31.9%
Full Time	3,723	85%	85%	3,727	85%	85%	+0.3	+0.1%
Part Time	659	15%	15%	643	15%	15%	-0.3	-2.4%
Average age	49.2			49.4				

C.4.4 DfT(c)

Staff Type	March 31st 2015			March 31st 2016			Percentage point change	% change from 2015
	2014/2015	% of total	% of total that declared	2015/2016	% of total	% of total that declared		
All staff	1,920			2,123				
Males	1,205	63%	63%	1,291	61%	61%	-2.0	+7.1%
Females	715	37%	37%	832	39%	39%	+2.0	+16.4%
White	870	45%	81%	807	38%	80%	-7.3	-7.2%
BME	207	11%	19%	204	10%	20%	-1.2	-1.4%
Unknown/ Prefer not to say Race	843	44%	-	1,112	52%	-	+8.5	+31.9%
Non-disabled	1,181	61%	94%	1,129	53%	94%	-8.3	-4.4%
Disabled	75	4%	6%	77	4%	6%	-0.3	+2.7%
Unknown/ Prefer not to say disability	664	35%	-	917	43%	-	+8.6	+38.1%

Staff Type	March 31st 2015			March 31st 2016			Percentage point change	% change from 2015
	2014/2015	% of total	% of total that declared	2015/2016	% of total	% of total that declared		
Full Time	1,729	90%	90%	1,912	90%	90%	+0.0	+10.6%
Part Time	191	10%	10%	211	10%	10%	-0.0	+10.5%
Average age	43.1			42.6				

C.4.5 MCA

Staff Type	March 31st 2015			March 31st 2016			Percentage point change	% change from 2015
	2014/ 2015	% of total	% of total that declared	2015/ 2016	% of total	% of total that declared		
All staff	1,034			1,011				
Males	682	66%	66%	668	66%	66%	+0.1	-2.1%
Females	352	34%	34%	343	34%	34%	-0.1	-2.6%
White	701	68%	96%	600	59%	94%	-8.4	-14.4%
BAME	32	3%	4%	37	4%	6%	+0.6	+15.6%
Unknown Race	301	29%	-	374	37%	-	+7.9	+24.3%
Non-disabled	901	87%	95%	699	69%	93%	-18.0	-22.4%
Disabled	47	5%	5%	49	5%	7%	+0.3	+4.3%
Unknown disability status	86	8%	-	263	26%	-	+17.7	+205.8 %
Full Time	896	87%	87%	881	87%	87%	+0.5	-1.7%
Part Time	138	13%	13%	130	13%	13%	-0.5	-5.8%
Average age	45.0			43.8				

C.4.6 VCA

Staff Type	March 31st 2015			March 31st 2016			Percentage point change	% change from 2015
	2014/ 2015	% of total	% of total that declared	2015/ 2016	% of total	% of total that declared		
All staff	164			155				
Males	114	70%	70%	114	73%	73%	+4.0	+0.0%
Females	50	30%	30%	41	27%	27%	-4.0	-18.0%
White	148	90%	93%	133	86%	92%	-4.4	-10.1%
BAME	11	7%	7%	12	8%	8%	+1.0	+9.1%
Unknown Race	5	3%	-	10	6%	-	+3.4	+100.0%
Non-disabled	146	89%	94%	140	90%	92%	+1.3	-4.1%
Disabled	10	6%	6%	13	8%	8%	+2.3	+30.0%
Unknown disability status	8	5%	-	2	1%	-	-3.6	-75.0%
Full Time	139	85%	85%	131	85%	85%	-0.2	-5.8%
Part Time	25	15%	15%	24	15%	15%	+0.2	-4.0%
Average age	43.6			42.8				

C.5 Geographical comparisons

The following table shows the catchment areas for each agency's locations. The use of this is described more fully in Annex A.

C.5.1 DVLA

Reporting location	Local Authority
Swansea	Swansea
Swansea	Carmarthenshire
Swansea	Neath Port Talbot
Swansea	Powys

C.5.2 DVSA

Reporting locations	Local authorities	Reporting locations	Local authorities
Berkeley House	Bath and North East Somerset	Newcastle Local Area Office	Sunderland
Berkeley House	Bristol	East Midlands	Derby City
Berkeley House	North Somerset	East Midlands	Derbyshire
Berkeley House	South Gloucestershire	East Midlands	Leicester City
Ellipse	Carmarthenshire	East Midlands	Leicestershire
Ellipse	Neath Port Talbot	East Midlands	Lincolnshire
Ellipse	Powys	East Midlands	Northamptonshire
Ellipse	Swansea	East Midlands	Nottingham City
Nottingham 'Axis'	Derby City	East Midlands	Nottinghamshire
Nottingham 'Axis'	Derbyshire	East Midlands	Rutland
Nottingham 'Axis'	Lincolnshire	Eastern	Bedfordshire
Nottingham 'Axis'	Nottingham City	Eastern	Cambridgeshire
Nottingham 'Axis'	Nottinghamshire	Eastern	Essex
Newcastle Local Area Office	Durham	Eastern	Hertfordshire
Newcastle Local Area Office	Gateshead	Eastern	Norfolk
Newcastle Local Area Office	Newcastle-upon-Tyne	Eastern	Peterborough
Newcastle Local Area Office	North Tyneside	Eastern	Southend-on-sea
Newcastle Local Area Office	Northumberland	Eastern	Suffolk
Newcastle Local Area Office	South Tyneside	Eastern	Thurrock
		North East	Darlington
		North East	Durham
		North East	Gateshead
		North East	Hartlepool

Reporting locations	Local authorities	Reporting locations	Local authorities
North East	Middlesbrough	South East	Kent
North East	Newcastle-upon-Tyne	South East	Medway
North East	North Tyneside	South East	Milton Keynes
North East	Northumberland	South East	Oxfordshire
North East	Redcar and Cleveland	South East	Portsmouth
North East	South Tyneside	South East	Reading
North East	Stockton on Tees	South East	Slough
North East	Sunderland	South East	Southampton
North West	Blackburn with Darwen	South East	Surrey
North West	Blackpool	South East	West Berkshire
North West	Bolton	South East	West Sussex
North West	Bury	South East	Windsor and Maidenhead
North West	Cheshire	South East	Wokingham
North West	Cumbria	South West	Bath and North East Somerset
North West	Halton	South West	Bournemouth
North West	Knowsley	South West	Bristol
North West	Lancashire	South West	Cornwall and Isles of Scilly
North West	Liverpool	South West	Devon
North West	Manchester	South West	Dorset
North West	Oldham	South West	Gloucestershire
North West	Rochdale	South West	North Somerset
North West	Salford	South West	Plymouth
North West	Sefton	South West	Poole
North West	St Helens	South West	Somerset
North West	Stockport	South West	South Gloucestershire
North West	Tameside	South West	Swindon
North West	Trafford	South West	Torbay
North West	Warrington	South West	Wiltshire
North West	Wigan	Wales	All Welsh regions
North West	Wirral	West Midlands	Birmingham
Scotland	All Scottish regions	West Midlands	Coventry
South East	Bracknell Forest	West Midlands	Dudley
South East	Brighton and Hove	West Midlands	Herefordshire
South East	Buckinghamshire	West Midlands	Sandwell
South East	East Sussex	West Midlands	Shropshire
South East	Hampshire		
South East	Isle of Wight		

Reporting locations	Local authorities	Reporting locations	Local authorities
West Midlands	Solihull	Yorkshire & Humberside	Rotherham
West Midlands	Staffordshire	Yorkshire & Humberside	Sheffield
West Midlands	Stoke on Trent	Yorkshire & Humberside	Wakefield
West Midlands	Telford and Wrekin	Yorkshire & Humberside	York
West Midlands	Walsall	London	All London boroughs and City of London
West Midlands	Warwickshire	London	Bedfordshire
West Midlands	Wolverhampton	London	Buckinghamshire
West Midlands	Worcestershire	London	Essex
Yorkshire & Humberside	Barnsley	London	Hertfordshire
Yorkshire & Humberside	Bradford	London	Kent
Yorkshire & Humberside	Calderdale	London	Luton
Yorkshire & Humberside	Doncaster	London	Medway
Yorkshire & Humberside	East Riding of Yorkshire	London	Reading
Yorkshire & Humberside	Kingston upon Hull	London	Slough
Yorkshire & Humberside	Kirklees	London	Surrey
Yorkshire & Humberside	Leeds	London	Thurrock
Yorkshire & Humberside	North East Lincolnshire	London	West Berkshire
Yorkshire & Humberside	North Lincolnshire	London	Windsor and Maidenhead
Yorkshire & Humberside	North Yorkshire	London	Wokingham

C.5.3 DfT(c)

Reporting locations	Local authorities	Reporting locations	Local authorities
London	Barking and Dagenham	London	Essex
London	Barnet	London	Greenwich
London	Bedfordshire	London	Hackney
London	Bexley	London	Hammersmith and Fulham
London	Brent	London	Haringey
London	Bromley	London	Harrow
London	Buckinghamshire	London	Havering
London	Camden	London	Hertfordshire
London	City of London	London	Hillingdon
London	Croydon	London	Hounslow
London	Ealing	London	Islington
London	Enfield	London	Kensington and Chelsea

Reporting locations	Local authorities
London	Kent
London	Kingston-upon-Thames
London	Lambeth
London	Lewisham
London	Luton
London	Medway
London	Merton
London	Newham
London	Reading
London	Redbridge
London	Richmond-upon-Thames
London	Slough

Reporting locations	Local authorities
London	Southwark
London	Surrey
London	Sutton
London	Thurrock
London	Tower Hamlets
London	Waltham Forest
London	Wandsworth
London	West Berkshire
London	Westminster, City of
London	Windsor and Maidenhead
London	Wokingham
Hastings (DfT(C))	East Sussex

C.5.4 MCA

Reporting locations	Local authorities
Spring Place (MCA)	Hampshire
Spring Place (MCA)	Southampton
Western & Wales (MCA)	Anglesey
Western & Wales (MCA)	Bath and North East Somerset
Western & Wales (MCA)	Blackpool
Western & Wales (MCA)	Bridgend
Western & Wales (MCA)	Bristol
Western & Wales (MCA)	Cardiff
Western & Wales (MCA)	Carmarthenshire
Western & Wales (MCA)	Ceredigion
Western & Wales (MCA)	Cheshire
Western & Wales (MCA)	Conwy
Western & Wales (MCA)	Cornwall and Isles of Scilly
Western & Wales (MCA)	Cumbria
Western & Wales (MCA)	Denbighshire
Western & Wales (MCA)	Devon
Western & Wales (MCA)	Flintshire
Western & Wales (MCA)	Gloucestershire
East (MCA)	Brighton and Hove

Reporting locations	Local authorities
Western & Wales (MCA)	Gwynedd
Western & Wales (MCA)	Halton
Western & Wales (MCA)	Lancashire
Western & Wales (MCA)	Liverpool
Western & Wales (MCA)	Monmouthshire
Western & Wales (MCA)	Neath Port Talbot
Western & Wales (MCA)	Newport
Western & Wales (MCA)	North Somerset
Western & Wales (MCA)	Pembrokeshire
Western & Wales (MCA)	Plymouth
Western & Wales (MCA)	Sefton
Western & Wales (MCA)	Somerset
Western & Wales (MCA)	South Gloucestershire
Western & Wales (MCA)	Swansea
Western & Wales (MCA)	Torbay
Western & Wales (MCA)	Vale of Glamorgan
Western & Wales (MCA)	Wirral
East (MCA)	Bournemouth
Scotland & NI (MCA)	Dumfries & Galloway

Reporting locations	Local authorities	Reporting locations	Local authorities
East (MCA)	Cambridgeshire	Scotland & NI (MCA)	Aberdeen City
East (MCA)	Dorset	Scotland & NI (MCA)	Aberdeenshire
East (MCA)	Durham	Scotland & NI (MCA)	Angus
East (MCA)	East Riding of Yorkshire	Scotland & NI (MCA)	Argyll & Bute
East (MCA)	East Sussex	Scotland & NI (MCA)	Clackmannanshire
East (MCA)	Essex	Scotland & NI (MCA)	Dundee City
East (MCA)	Hampshire	Scotland & NI (MCA)	East Ayrshire
East (MCA)	Hartlepool	Scotland & NI (MCA)	East Dunbartonshire
East (MCA)	Isle of Wight	Scotland & NI (MCA)	East Lothian
East (MCA)	Kent	Scotland & NI (MCA)	Edinburgh, City of
East (MCA)	Kingston upon Hull	Scotland & NI (MCA)	Eilean Siar
East (MCA)	Lincolnshire	Scotland & NI (MCA)	Falkirk
East (MCA)	Medway	Scotland & NI (MCA)	Fife
East (MCA)	Norfolk	Scotland & NI (MCA)	Highland
East (MCA)	North East Lincolnshire	Scotland & NI (MCA)	Inverclyde
East (MCA)	North Lincolnshire	Scotland & NI (MCA)	Moray
East (MCA)	North Tyneside	Scotland & NI (MCA)	North Ayrshire
East (MCA)	North Yorkshire	Scotland & NI (MCA)	Northern Ireland
East (MCA)	Northumberland	Scotland & NI (MCA)	Orkney Islands
East (MCA)	Poole	Scotland & NI (MCA)	Perthshire & Kinross
East (MCA)	Portsmouth	Scotland & NI (MCA)	Renfrewshire
East (MCA)	Redcar and Cleveland	Scotland & NI (MCA)	Scottish Borders
East (MCA)	South Tyneside	Scotland & NI (MCA)	Shetland Islands
East (MCA)	Southampton	Scotland & NI (MCA)	South Ayrshire
East (MCA)	Southend-on-sea	Scotland & NI (MCA)	West Dunbartonshire
East (MCA)	Stockton on Tees	Scotland & NI (MCA)	West Lothian
East (MCA)	Suffolk	NMOC Fareham	Hampshire
East (MCA)	Sunderland	NMOC Fareham	Portsmouth
East (MCA)	Thurrock	NMOC Fareham	Southampton
East (MCA)	West Sussex		

C.5.5 VCA

Geographical comparisons relate to the GB working-age population rather than individual offices' catchment areas.

C.6 SCS recruitment

Staff are recruited to the SCS through two routes: campaigns advertised through Civil Service Recruitment, and campaigns run by recruitment consultancies. The data from these two different sources is not directly comparable, and is not as comprehensive as the data we are able to obtain for non-SCS recruitment in terms of diversity information.

The tables below show a summary of the data we have been able to obtain and combine. Detailed statistical analysis was not possible, and the details of staff who were successful at interview and then appointed have been removed for data protection reasons.

Percentages shown below exclude unknown gender, race and disability status.

Number of people who…	Gender					Total
	Male	% Male	Female	% Female	Unknown	
…applied	518	72%	197	28%	37	752
…were shortlisted	101	64%	57	36%	11	169

Number of people who…	Race					Total
	White	% White	BAME	% BAME	Unknown	
…applied	508	76%	159	24%	85	752
…were shortlisted	134	83%	28	17%	7	169

Number of people who…	Disability status					Total
	Non-disabled	% Non-disabled	Disabled	% disabled	Unknown	
…applied	538	87%	79	13%	135	752
…were shortlisted	137	93%	10	7%	22	169