Department for Transport

Equality Monitoring 2015/16

Equality Monitoring in MCA: Management Summary

Version 1.0

In House Analytical Consultancy

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Management summary

Introduction

This report contains an analysis of the diversity of MCA staff for 2015-16.

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. Characteristics considered were gender, race, disability, grade, age, sexual orientation, religion or 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 it 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.

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 2016 there were 1,011 staff in post. These can be grouped by job type:

- 168 Marine surveyors;

- 419 Coastguards;

- 424 Administrators.

The largest single group of staff (37% of all staff) was in the main headquarters – Spring Place in Southampton. Smaller numbers of staff were based at the National Maritime Operations Centre (NMOC) in Fareham (11%). The remaining staff were based in coastal locations in one of the following regions: Eastern, Western & Wales and Scotland & Northern Ireland (NI).
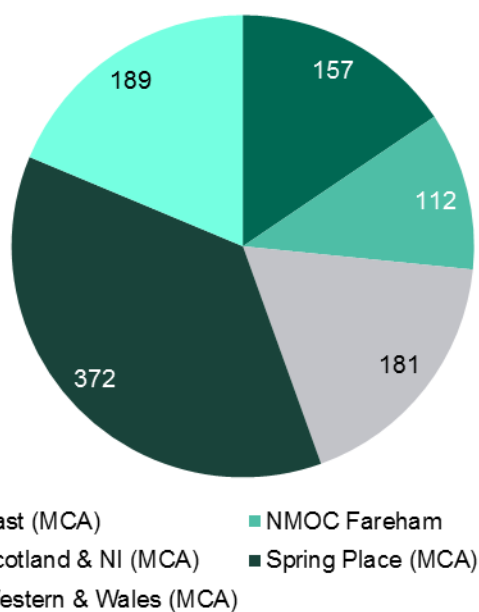
Figure 1 Location of staff

Diversity statistics

Figure 1.1 gives key diversity statistics for MCA. The accompanying annex tables give more detailed statistics for each of the protected characteristics.

There were 8 staff on paid or unpaid maternity leave at the end of March 2016. 13 staff returned from maternity leave during the year. Staff in post figures in this analysis include staff on maternity leave at 31st March.

	% all staff making specific declaration against characteristic[1]	…of whom % declaring particular characteristic shown in brackets [2]
Age (40 years and older)	100%	61%
Gender (Female)	100%	34%
Working pattern (Part-time)	100%	13%
Race (BAME)	63%	6%
Disability status (Disabled)	74%	7%
Sexual Orientation (Lesbian, gay man, or bisexual)	50%	2%
Religion or belief (Declared a religion or belief)	21%	83%

Figure 2 Key diversity statistics

Diversity analysis key findings

Throughout the analysis it is important to bear in mind that some diversity characteristics were positively correlated:

- female staff and administrators;

- male staff and coastguards;

- male staff and marine surveyors;

- white staff and older age;

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[1] In 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.

[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).

- full-time staff and males; and

- part-time staff and females.

MCA compared with local working-age populations

Staff in Spring Place were compared with the local working-age population of Southampton and Hampshire. The declaration rates in NMOC Fareham were too low to perform any analysis (only 29%, 32 out of 112, declared both race and disability status).

Comparisons include gender, race, age and disability[3].

For the coastal locations, the diversity aspects were compared against those of the local working-age populations of coastal counties (as opposed to the whole of the UK). Full details can be found in the technical annexes. For instance, the diversity statistics for the Western & Wales location were compared with the consolidated diversity statistics of coastal counties within the Western & Wales area.

For all locations where testing was possible (Spring Place and all coastal locations), there were fewer staff aged under 30 than would be expected given the local working-age population. Within these locations there were disproportionately more job applications received from BAME applicants.

In all but one location (Western & Wales) there were disproportionately more male applications.

Across all coastal locations there were fewer disabled staff. In addition, there were disproportionately fewer job applications received from disabled applicants across all locations.

In Eastern and Western & Wales areas there were more staff aged 50-59 than expected, given the local working-age population whereas in Scotland & NI there were fewer staff aged 30-39 than expected.

There were more BAME staff in Scotland & NI than expected, given the local working-age population.

Diversity differences within the organisation

The staff in different job roles tended to have different diversity profiles.

Compared with coastguards and marine surveyors there were disproportionately more females within the administrators.

Within the administrators, female staff were more likely to be in the lower (AA-EO) grades and male staff in the higher grades (Grades 6 and 7).

There were no coastguards who declared themselves BAME.

Compared to other job roles, marine surveyors have a higher proportion of BAME staff.

Across MCA there was a difference in the age profiles of male and female staff. In particular there were disproportionately more females aged 40-49 and disproportionately fewer females aged 60-64.

Compared with full-time staff, there were disproportionately more part-time staff aged 60 or over.

Compared to other job roles administrators had more part-time staff than expected and coastguards fewer.

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[3] Note that definition of disability in the population data is not worded in the same way as the disability declaration text for staff. It is possible that the figures are not precisely comparable. The annexes contain further details.

There were more female staff than expected within part-time roles.

Within administrators there were disproportionately more staff in the AA-EO grades working part time compared with other grades.
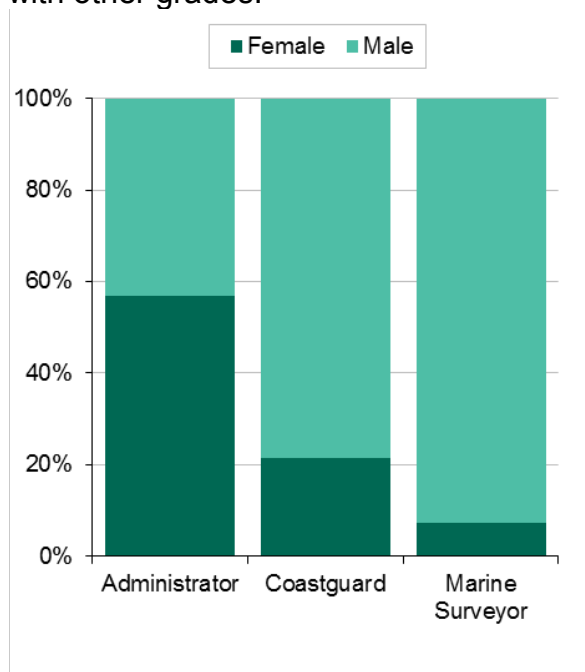

Figure 3 Gender distribution by job role

Trends in key diversity statistics

Over the past year declaration rates for race and disability status have decreased significantly.

The average age of coastguards has decreased from 44 on 31st March 2015 to 41 years on 31st March 2016.

Since 2007 there has been a downward trend in the declaration rate for race and in the proportion of people declaring themselves disabled.

The coastguard's declaration rate for disability status has a downward trend since 2007.

Recruitment

2,234 applications were received for 114 recruitment campaigns for posts up to Grade 6. In total, 252 applicants (11%) were offered a post.

Applicants aged under 25 were less likely to be successful at the sift stage of the recruitment process.

At interview/assessment, BAME applicants were less likely to be successful, as were applicants for administrator posts compared with other job roles.

BAME applicants and those applying for administrator posts were less likely to be offered a post. No applicants aged 60 or over were offered a post.
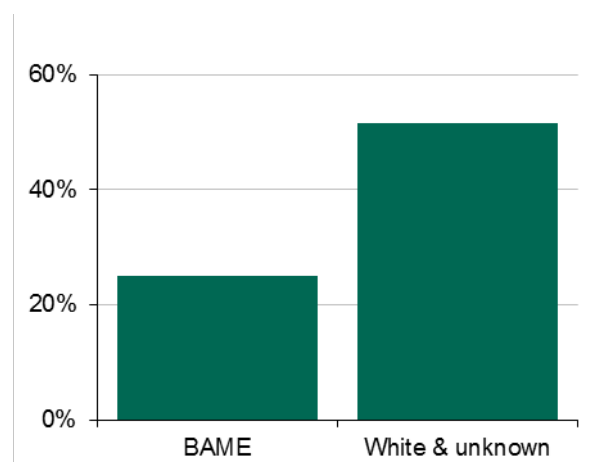

Figure 4 Interview success rate by race

Note that the number of applicants per post will have had an effect on success rates at each stage – some posts may have had many more applicants than others and would therefore have lower success rates. Similarly we only know the number of campaigns not the number of posts. Campaigns with more posts to fill would likely have had higher number of successes.

Leavers

206 staff left MCA during 2015/16; around 20% of the 1,034 staff who were in post at the beginning of the year.

Of the leavers, the majority were coastguards (64%) and within these coastguards, lower grade staff (AA-EO) were more likely to have left.
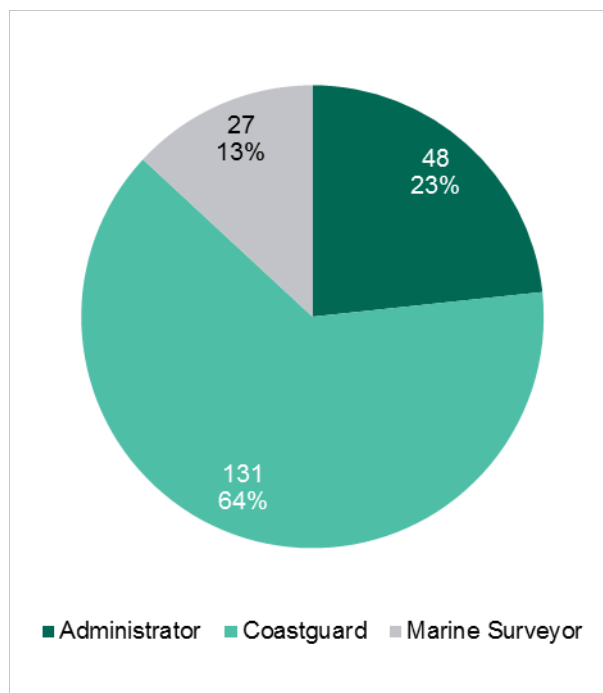
Across MCA, older staff were more likely to leave.

Figure 5 Leavers by job role

Performance assessment

870 performance ratings were analysed. Of these:

- 195 (22%) were awarded a PR1;
- 578 (66%) a PR2; and
- 97 (11%) a PR3.

Staff who had declared their disability status were more likely to have received a PR1. Staff who had not declared their disability status were more likely to have received a PR3.

Staff with a higher FTE were more likely to have received either a PR1 or PR3.

Coastguards were less likely to have received a PR1 compared with administrators and marine surveyors.
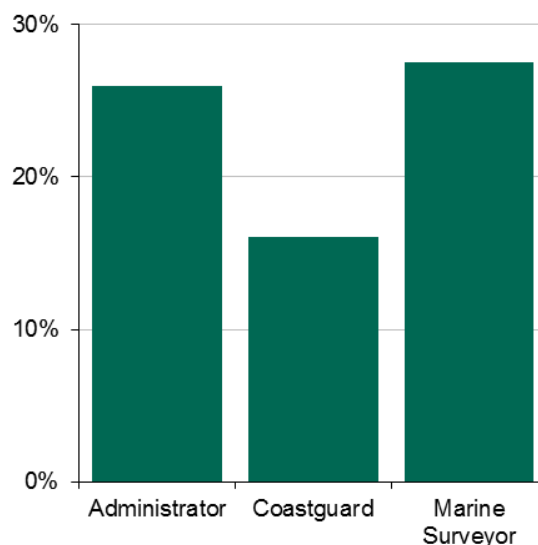

Figure 6 PR1 proportions by job role

Staff with fewer days of sickness absence were more likely to have received a PR1.

Progression

757 staff were in post on both 31st March 2015 and 31st March 2016. Of these staff, 169 (22%) progressed up the grade structure and of these, 70% were coastguards. This meant that 37% of coastguards progressed. This high level of progression can be attributed to the "Future Coastguard Programme".

Staff who had been at their grade for less than a year and staff who had not declared their disability status were less likely to progress.

Younger staff were more likely to progress compared with older staff.
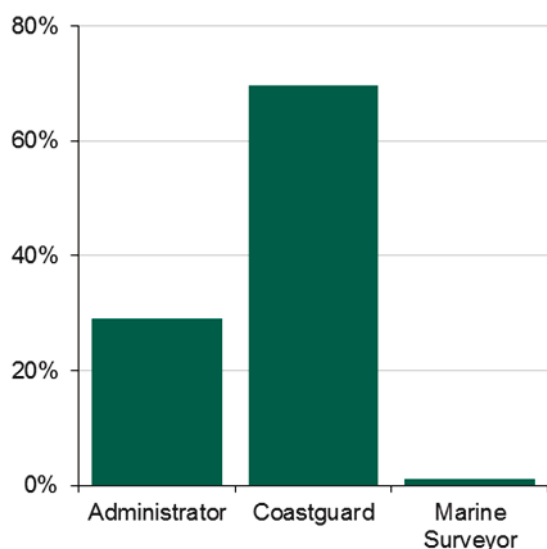
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Figure 7 Proportion of staff progressions by job role.

Grievances and disciplines

There were 13 grievance cases and 7 discipline cases across MCA.

Sickness absence

Across MCA, a higher proportion of EOs had had some sickness absence during the year compared with staff at other grades. Within administrators, a higher proportion of AOs had had some sickness absence.

Administrators had had more days of sickness absence than staff in other job roles. Across MCA, staff at Grade 7 were likely to have had fewer days of sickness absence.

Within administrators, AO and EO staff were likely to have had more days of sickness absence than staff at other grades.

Within coastguards, staff whose race or disability status was unknown were likely to have had fewer days of sickness

absence, as were those in the HEO grade. Older coastguards had more days of sickness absence, compared with younger coastguards.

Within marine surveyors, white staff and staff in the MS1 grade were likely to have had fewer days of sickness absence, and non-disabled staff and older staff were likely to have had more days of sickness absence.

Information quality

The datasets were generally of good quality, except in a few areas:

- Declaration rates remain low and it is recommended that efforts are made to improve them, especially for sexual orientation and religion or belief.

- In the MCA data, a systematic bias has been introduced by the fact that new staff (167 of the 1011 staff) have a significantly higher proportion of unknowns in the race, disability status and religion or belief characteristics than existing staff. Note that very few of these new staff have chosen the option "prefer not to say", rather there is no information recorded for them.

- There are 25 staff who were in post last year but were not included in the analysis last year. This was mainly due to delays in staff appearing on MCAs computer system even though they started work before 31/03/2015. These 25 staff are included in the year on year analysis within this report but that does create a discrepancy in staff numbers compared to last years' report.