



Department
for Transport

Equality Monitoring 2013/14 Highways Agency

January 2015



GOVERNMENT OPERATIONAL RESEARCH SERVICE

In House Analytical Consultancy

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Summary of diversity analysis

1. Introduction

This report summarises the diversity analysis of Highways Agency staff, applicants and leavers for 2013/14.

The aims of the analysis were to:

- summarise the diversity characteristics of staff and applicants;
- compare the diversity of Highways Agency staff with the diversity of local working-age populations;
- identify differences between diversity groups within the Highways Agency; 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. Highways Agency background

The Highways Agency is an Executive Agency of the Department for Transport (DfT), and is responsible for operating, maintaining and improving the strategic road network in England.

As of 31st March 2014, there were 3,360 staff in post in Highways Agency, split between the two parts of the Agency:

- **Traffic officer service:** mainly traffic officers working on motorways to keep customers moving through helpful, accurate and timely information, dynamic traffic management and the efficient resolution of incidents (1,381 staff).
- **Non-traffic officer service:** asset-based staff that deliver new road schemes, maintain the existing network, keep road users informed and provide business services to the Agency (1,979 staff).

Traffic officer service staff are based in various locations across England. Non-traffic officer service staff are based at nine main locations across England, with nearly a third based in Birmingham.

Staff numbers increased by 3.8% in the 12 months to 31st March 2014. This was due to an increase in non-traffic officer service staff, while traffic officer service staff decreased.

3. Diversity statistics

The table below summarises the key diversity statistics for the Highways Agency.

	% of those who declared	% all staff declared ¹
40 years and older	70%	100%
Female	31%	100%
Part-time	11%	100%
Black or minority ethnic (BME)	9%	78%
Disabled	7%	72%
Lesbian, gay man, or bisexual	3%	61%
Declared a religion or belief	89%	49%

4. Diversity analysis key findings

Highways Agency compared with local working-age populations

At nearly all locations there were significant differences between the age profile of staff and the age profile of the local working-age population. Generally there were fewer staff aged under 30 than expected.

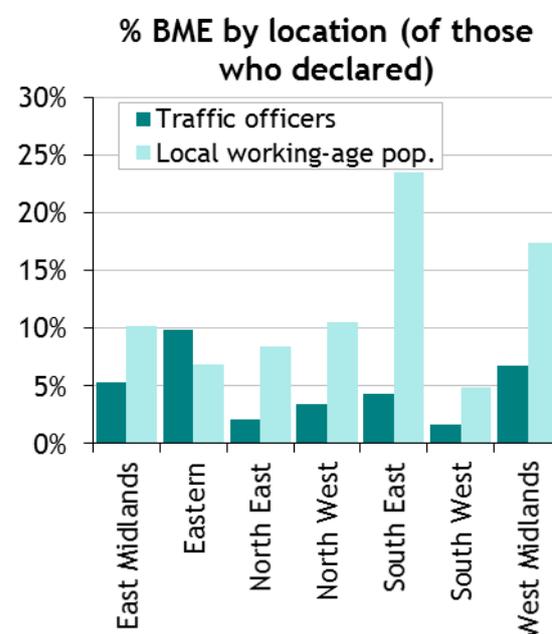
Within the traffic officer service, there were more males at all locations (except

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).

West Midlands) than expected compared with the local working-age populations.

At several locations there were also significantly more male applicants (for both the traffic officer service and the non-traffic officer service) than expected compared with the local working-age populations.

There were differences between the race profile of staff and the race profile of the local working-age populations at many locations – either more white staff or fewer BME staff than expected.



The largest recruitment campaign was for TM1B posts at various locations and it had significantly more white applicants than expected compared with the GB working-age population. However, campaigns in Bedford, Birmingham, Leeds and in the Eastern region had significantly more BME applicants than expected.

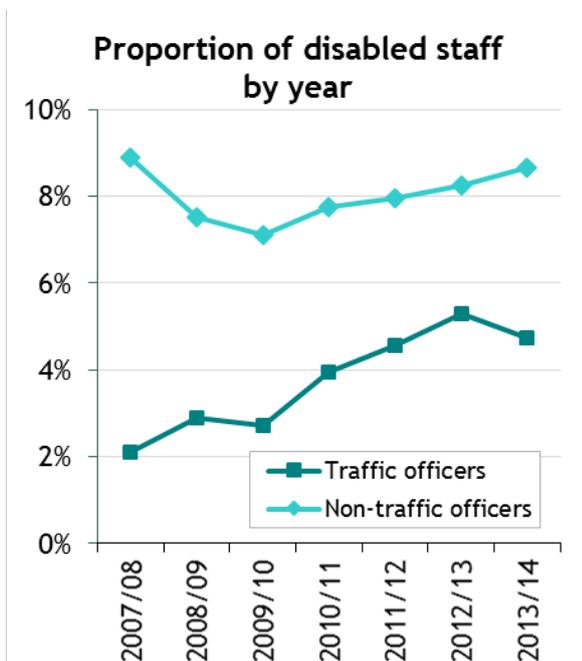
Declarations of "prefer not to say" are treated as unknown/not declared.

Diversity trends

The only significant changes from last year were decreases in the declaration rates for race and disability.

In the traffic officer service the proportion of disabled staff had a significant, but small, increasing trend from 2007/08 (+0.52% per year on average).

The proportion of non-traffic officer staff did not have a significant trend but has increased consistently since 2009/10.

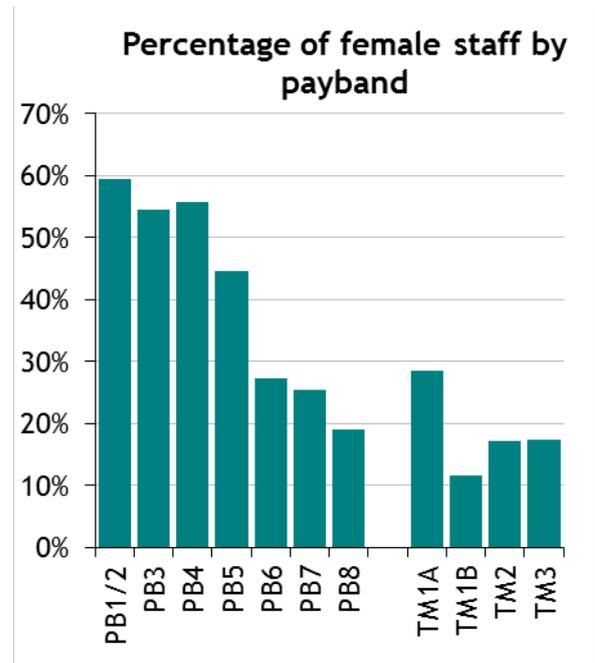


Diversity differences between job types

Traffic officer staff were less likely to be female, BME, disabled, and part-time than non-traffic officer staff.

Diversity differences between pay bands

Generally, staff in higher pay bands tended to be older and were less likely to be female. Staff in TM2 were more likely to be white than other pay bands.



Within the non-traffic officer service, staff in higher pay bands were less likely to be disabled than staff in lower pay bands.

Recruitment

Analysis of success at sift and interview/assessment looks at only those considered at sift and interview/assessment. Analysis comparing “offered a post” with “not offered a post” looks at all applicants for whom the final result is known.

Success rates at sift, interview/assessment and offer differed significantly between pay bands – this is possibly due to the number of applicants per post at each pay band.

Within many pay bands, female applicants were more successful at sift and interview/assessment, and more likely to be offered a post than male applicants.

For many pay bands, BME applicants were less likely to be successful at interview and less likely to be offered a post than white applicants.

Applicants for TM1-3 posts aged 50-59 were more likely to be successful at sift, but less likely to be successful at interview/assessment, and less likely to be offered a post than other applicants for these pay bands.

Cessations

Leavers were more likely to be in PB2 or TM1A, part-time and older. They were less likely to be in PB7.

Performance assessment

Traffic officer staff who received an “Outstanding” performance mark were more likely to be younger, in grade TM2, full-time and female, and were less likely to have had sickness absence.

Non-traffic officer staff who received an “Outstanding” mark were more likely to be younger, manage more people, be white, full-time and in PB6. They were less likely to be in PB7 and have had sickness absence than other admin staff.

Traffic officer staff who received a “Developing” performance mark were more likely to have had sickness absence and be non-disabled, and were less likely to be white.

Non-traffic officer staff who received a “Developing” mark tended to be older and were less likely to manage other people and be white.

Learning and development

Tables of e-learning recorded by Civil Service Learning have been provided in the annexes. However a diversity analysis of learning and development was not possible because information on face-to-face training could not be consistently matched to staff diversity information, and information on training not provided through civil service learning was not available.

Grievances and discipline

Significantly more grievance cases and discipline cases were in the traffic officer service than expected, compared with staff in post.

There were significantly more discipline cases against male staff than expected, compared with the proportion of male staff in post, but this was because traffic officer service staff were more likely to be male.

Sickness absence

Staff in higher pay bands were less likely to have had sickness absence and tended to have fewer days than staff in lower pay bands.

Female staff and disabled staff were more likely to have had sickness absence.

Staff with unknown race and younger staff tended to have fewer days sickness absence. Disabled staff tended to have more days.

5. Information quality

The data was generally of good quality. The main area of deficiency was the training data which could not be reliably matched to the Agency’s staff datasets.