

MOD Personnel Statistics

External Statistical Release

1 April 2012

Released May 2012



MINISTRY OF DEFENCE

Biannual Diversity Dashboard - 1 April 2012

This statistical release presents figures on diversity declaration and representation of minority groups of civilian and military personnel employed by the Ministry Of Defence.

Published in 2012 for the first time, the creation of the Diversity Dashboard is to meet the Department's obligations under the Public Sector Equality Duty to provide information on its workforce identified by the Equality Act 2010.

Key Points and Trends from 1 April 2011 to 1 April 2012:

MOD Core Civilian Personnel:

- Female representation has fallen 1.3 percentage points. Representation in Bands C and above has increased, while at Band D and below has fallen. The 0.6 increase in females at Band C and 1.8 percentage point decrease at Band E suggests a gradual shift to more synergy of gender distributions across grade.
- Black and Minority Ethnic (BME) representation has increased by 0.4 percentage points. The proportion of all BME personnel at grades C and above show no real difference to the distribution of white personnel at these grades.
- Lesbian, Gay and Bisexual (LGB) representation has shown a consistent level of increase for all grade bands, with an overall increase of 0.3 per cent. Sexual Orientation is the most closely replicated of all the protected characteristics across grades, showing very little difference between the distribution of LGB and heterosexual personnel at all grades.
- The proportion of non-Christian civilian personnel has remained at 5.1 per cent despite a fall in numbers. For Industrial grades and Band B the distribution of religion is comparable across Christian, Secular and non-Christian, however the distribution of non-Christian personnel is skewed to Band E (away from Band C).

UK Regular Forces

- The overall female representation of the UK Regular Forces was 9.7 per cent, an increase of 0.1 percentage points in the past year, meaning that the female strength has fallen slightly less than the male strength in a time of overall reductions in the Armed Forces.
- BME personnel comprised 6.9 per cent of the UK Regular Forces, continuing a long term gradual increase in the proportion of BME personnel. This differs considerably by officer (2.4 per cent) and other rank (7.9 per cent) populations and by Service with the Army employing the most BME personnel (9.9 per cent) and the RAF the least (2.0 per cent).
- The percentage of Christian personnel has reduced from 85.0 per cent in 2011 to 83.6 per cent in 2012. The Army has the highest percentage of personnel with a declared Christian religion (85.8 per cent), compared to the Royal Air Force (81.7 per cent) and the Naval Service (79.1 per cent).

Contents	Page
Key Points and Trends	1
Introduction	2
Definitions and Notes	3
Data Sources, Quality & Sources	4
Gender Representation	
Civilian personnel by Grade	5
UK Regular Forces by Service	6
Ethnicity Representation	
Civilian personnel by Grade	7
UK Regular Forces by Service	8
Sexual Orientation Representation	
Civilian personnel by Grade	9
Religion Representation	
Civilian personnel by Grade	10
UK Regular Forces by Service	12
Age Profile Graphs	
Civilian personnel	15
UK Regular Forces	16

Further Information:

MOD Personnel Enquiries

DASA Quad Service

Tel: 020-721-78896

email: DASA-QuadEnquiries@mod.uk

General Enquiries

www.dasa.mod.uk

Introduction

The Diversity Dashboard contains figures on the representation strengths and percentages of Core MOD Civilian Personnel and UK Regular Forces at 1 April 2012, with a focus on the protected characteristics of these personnel. It complements both the Civilian and Military Quarterly Personnel Reports (QCPR and MPR) by providing greater detail about these characteristics.

Published in 2012 for the first time, the creation of the joint Diversity Dashboard is to meet the Departments obligations under the Public Sector Equality Duty to provide information on its workforce in relation to the protected characteristics identified by the Equality Act 2010. Further information relating to the Public Sector Equality Duty can be found at:

<http://www.equalityhumanrights.com/advice-and-guidance/public-sector-equality-duty/>

To assist anyone who requires historical or additional data, DASA publishes Civilian and Armed Forces Personnel data via our website at the link below:

www.dasa.mod.uk

Civilian Disability Data

Due to the HRMS reset of the disability field on 18 April 2011 to accommodate the new disability reporting requirements to match 2011 Census definitions, insufficient numbers of personnel have made disability declarations to be able to report civilian disability representation with any validity from July 2011. Disability representation figures prior to this date can be found in the Quarterly Civilian Personnel Report.

Definitions and Notes to tables

Core MOD Civilian Personnel

Figures are for all known, allocated core grades, and also include those with unallocated grade who are not listed elsewhere, but exclude all Trading Funds personnel, Royal Fleet Auxiliary and Locally engaged civilians.

Data by individual Grade Band excludes non industrial personnel of unknown grade, however, these personnel are included in Core MOD total and associated percentages and rates.

Ethnic background, religion and sexual orientation are self-reported.

All percentages are calculated from headcount totals (part time equivalent to one person), from unrounded figures and are shown to 1 decimal place.

UK Regular Forces

Figures are for UK Regular Forces (including both Trained and Untrained personnel), and therefore exclude Gurkhas, Full Time Reserve Service personnel and mobilised reservists.

Black and Minority Ethnic percentage figures are based on those with a known ethnic origin.

Ethnic background, religion and nationality are self-reported.

UK Armed Forces personnel are sourced from the Joint Personnel Administration system. Figures for April 2011 are considered provisional whilst DASA continues its project to review this data. Following improvements in the data validation process, figures for April 2012 are considered fit for purpose and final.

Data sources, quality and methods

All figures presented in tables in this publication meet the standards of quality and integrity demanded by the Code of Practice for Official Statistics. Where figures do not meet the standard they are deleted and shown in the table by the symbol "...". Details of specific data issues are set out below.

Data for core MOD civilian personnel are taken from the personnel system - Human Resources Management System (HRMS) and are shown on a Headcount basis.

Civilian data on HRMS are a combination of fields mandated by Defence Business Services (DBS) organisation formerly the People Pay and Pensions Agency (PPPA) such as grade, with voluntary fields such as disability status or ethnicity. Civilian personnel complete these fields based on their self-perceptions, but are under no obligation to complete these fields. It is not possible for DASA to assess the accuracy or consistency of the declarations made by individuals within these fields.

All ages quoted in this publication are based on 'age at last Birthday'. Ages are derived by the formula 'situation date (for strengths) minus date of birth'.

A large number of civilian personnel left the department in the last six months under the Voluntary Early Release scheme (VERS). While this report does not look at flows it should be noted that, with 5,950 personnel having left on VERS to date, representation rates are inevitably affected by the diversity characteristics of those that have left.

Civilian Grade structures

Since 1 April 1996 all departments and agencies have had delegated responsibility for the pay and grading of their employees, except for those in the Senior Civil Service (SCS). The MOD grades are shown here against levels broadly equivalent (in terms of pay and job weight) to the former service-wide grades.

MOD grades	Former service-wide grades
Senior Management SCS – Senior Civil Service	Senior Management SCS – Senior Civil Service
Other Management Grades B1 & equivalents B2 & equivalents C1 & equivalents C2 & equivalents D & equivalents	Other Management Grades Grade 6 Grade 7 SEO - Senior Executive Officer HEO - Higher Executive Officer EO - Executive Officer
Administrative Grades E1 & equivalents E2 & equivalents	Administrative Grades AO - Administrative Officer AA - Administrative Assistant

Symbols and Conventions

- * not applicable
- .. not available
- zero or rounded to zero
- ~ base values less than or equal to 5, no percentage has been calculated, or value is repressed to prevent disclosure of values less than or equal to 5.

Italic figures are used for percentages and other rates, except where otherwise indicated.

Where rounding has been used, totals and sub-totals have been rounded separately and so may not equal the sums of their rounded parts. When rounding to the nearest 10, numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias.

Percentages are calculated from unrounded data.

Rounding

Where rounding has been used, totals and sub-totals have been rounded separately and so may not equal the sums of their rounded parts.

When rounding to the nearest 10, numbers ending in 5 have been rounded to the nearest multiple of 20 to prevent systematic bias.

Feedback

DASA welcome feedback on our statistical products. If you have any comments or questions about this publication or about DASA statistics in general, you can contact us as follows:

Contact DASA (Quad Service)

Tel. 0207 217 8896

Email dasa-quad-enquiries@mod.uk

Visit our website at www.dasa.mod.uk and complete the feedback form.

Section 1 - Gender representation of core MOD civilian personnel by grade

Overall female representation has fallen, with a 1.3 percentage point decrease in the past year. Representation in Bands C and above has increased during the last year, while representation at Band D and below has fallen. The increased representation of females at SCS level reflects a decrease in numbers at SCS level of males, rather than any increase in the number of females.

The proportion of females at Band E has fallen 1.8 percentage points, which is particularly notable as the distribution of females has traditionally been skewed to the Band E grades representing 47.6 per cent of all females, compared to 25.1 per cent of the male population. The male distribution across grades is skewed to the band C grades in non-industrials representing 31.3 per cent of all males, compared to 24.6 per cent of the female distribution. The increase in female representation at Band C (0.6 percentage points) and a decrease at Band E suggests a gradual shift to more synergy between the gender distributions across grade.

For industrial personnel, the proportion of females in Skills Zones 1-4 has fallen 4.3 percentage points in the last year and the gender distributions remain strongly skewed, with 21.7 per cent of all males and only 6.8 per cent of the female workforce represented. It should be noted that as Skill Zones 1-3 are equivalent to Band E non-industrial grades, when considering industrial and non-industrial grade equivalents together, gender differences in the distributions across grades reduce considerably.

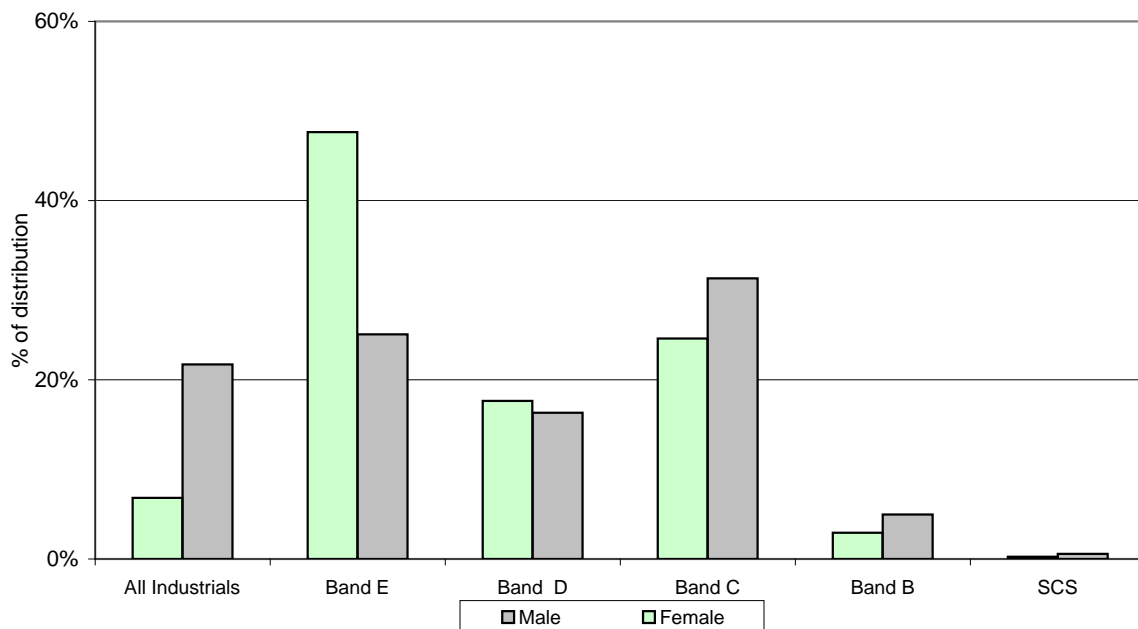
	Female Representation at 1 April 2011		Female Representation at 1 April 2012	
	Number	Percentage	Number	Percentage
Core MOD Total^{1,2}	24,280	38.7%	20,230	37.4%
SCS	50	19.2%	50	21.9%
Band B	630	25.1%	590	26.0%
Band C	5,370	31.3%	4,980	31.9%
Band D	4,050	39.8%	3,570	39.2%
Band E	12,020	54.9%	9,640	53.1%
Skill Zones 1-4	2,120	21.9%	1,350	17.6%
Other Industrials	30	2.4%	30	2.5%

1. Core MOD Total includes all known, allocated core grades, and also includes those with unallocated grade who are not listed elsewhere in this table, but excludes all Trading Funds personnel, Royal Fleet Auxiliary and locally engaged civilians.

2. Data by individual Grade Band excludes non industrial personnel of unknown grade, however, these personnel are included in Core MOD total and associated percentages and rates.

All percentages are calculated from headcount totals (part time equivalent to one person), from unrounded figures and are shown to 1 decimal place.

Comparison of male and female distributions across grade bands at 1 April 2012



Section 1 - Gender representation of UK Regular Forces personnel by Service

The overall female representation of the UK Regular Forces was 9.7 per cent at April 12, an increase of 0.1 percentage points in the past year, meaning that the female strength has fallen slightly less than the male strength in a time of overall reductions in the Armed Forces. The proportion of Army and Royal Marines females increased by 0.2 percentage points, whilst the Royal Navy saw a 0.2 per cent reduction. The Royal Air Force was unchanged at 13.8 per cent.

The proportion of entrants to UK Regular Forces that was female during FY 2011/12 was 8.7 per cent, lower than the proportion on strength (9.7 per cent). In order to deliver post SDRS structures there has been a short-term reduction in overall recruiting volumes across all Services.

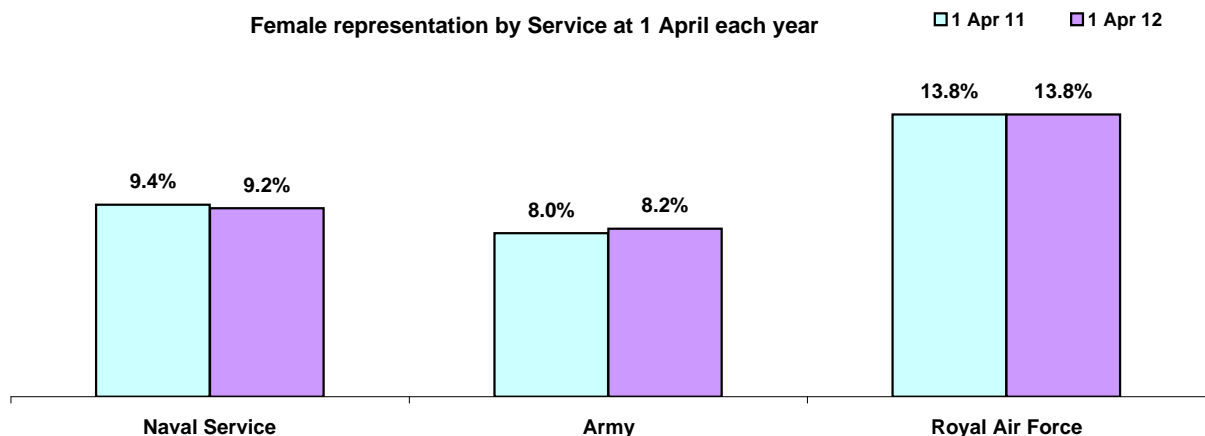
The rank structure for females differs by Service with the RAF having the largest percentage of females in total (13.8 per cent). The Army has the smallest proportion of Other Ranks who were female (7.7 per cent) and smallest overall (8.2 per cent). The Naval Service have the fewest female Officers (9.7 per cent). This may be partly explained by restrictions on roles available to women and the nature of the roles in each of the Services.

The Armed Forces have an exemption from the Sex Discrimination Act and there are restrictions on females serving in close-combat roles. Figures compiled in 2006 show that 71% of posts in the Navy, 67% of posts in the Army and 96% of posts in the RAF are open to women. However, all cap-badged posts in the Regular Infantry (and Household Cavalry/Royal Armoured Corps) and the Royal Marines are presently closed to women on the grounds of combat effectiveness.

Additional information on the rank structure of females within the UK Regular Forces can be found within the Annual Personnel Report (APR) published at www.dasa.mod.uk.

	Female Representation - 1 April 2011		Female Representation - 1 April 2012	
	Number	Percentage (%)	Number	Percentage (%)
All Services	17 850 ^p	9.6% ^p	17 370	9.7%
Officers	3 900 ^p	12.3% ^p	3 820	12.4%
Other ranks	13 950 ^p	9.0% ^p	13 560	9.1%
Royal Navy	3 440 ^p	11.7% ^p	3 170	11.5%
Officers	720 ^p	11.0% ^p	700	11.0%
Other Ranks	2 720 ^p	11.9% ^p	2 480	11.6%
Royal Marines	90 ^p	1.1% ^p	100	1.3%
Officers	- ^p	- ^p	-	-
Other Ranks	90 ^p	1.3% ^p	100	1.4%
Army	8 480 ^p	8.0% ^p	8 570	8.2%
Officers	1 670 ^p	11.3% ^p	1 680	11.6%
Other Ranks	6 810 ^p	7.4% ^p	6 890	7.7%
Royal Air Force	5 840 ^p	13.8% ^p	5 520	13.8%
Officers	1 510 ^p	15.7% ^p	1 440	15.9%
Other Ranks	4 330 ^p	13.2% ^p	4 090	13.2%

Source: DASA(Quad-Service)



Section 2 - Ethnicity declaration and representation of core MOD civilian personnel by grade

Black and Minority Ethnicity (BME) representation has increased overall during the last year with an increase to the core MOD representation of 0.4 percentage points. Although there has been a slight decrease in the past year at SCS level of 0.1 percentage points, due to the small numbers at this grade, interpreting percentage changes must be done with caution. BME representation has remained constant at Band B, while at all other grades the BME representation has increased slightly.

The distribution of BME personnel remains skewed slightly toward the band E grades, comprising 43.1 per cent of the BME population compared to 34.4 per cent of the White population. The Ethnicity distributions for industrial grades are more closely aligned than for Gender, with 10.3 per cent of BME personnel compared to 15.6 per cent of White personnel. This, together with the smaller difference at Band E suggests that job type has less effect on ethnicity distributions than it does on gender distributions. When considering grade equivalences across industrial and Band E grades, the differences in the distributions of white and BME personnel reduce substantially.

Grades C and above show no real differences in the distributions of white and BME personnel at these grades, with the proportion of all BME personnel at each of these grades being similar to the proportion of white personnel at these grades.

	Declaration as at 1 April 2012	BME representation at 1 April 2011		BME representation at 1 April 2012	
	Percentage	Number	Percentage	Number	Percentage
Core MOD Total^{1,2}	88.9%	1,820	3.3%	1,760	3.7%
SCS	91.3%	10	2.8%	10	2.7%
Band B	85.9%	70	3.2%	60	3.2%
Band C	86.7%	460	3.2%	490	3.6%
Band D	90.9%	280	3.0%	260	3.2%
Band E	92.1%	820	4.1%	760	4.5%
Skill Zones 1-4	85.3%	170	2.1%	160	2.4%
Other Industrials	80.1%	20	2.3%	20	2.7%

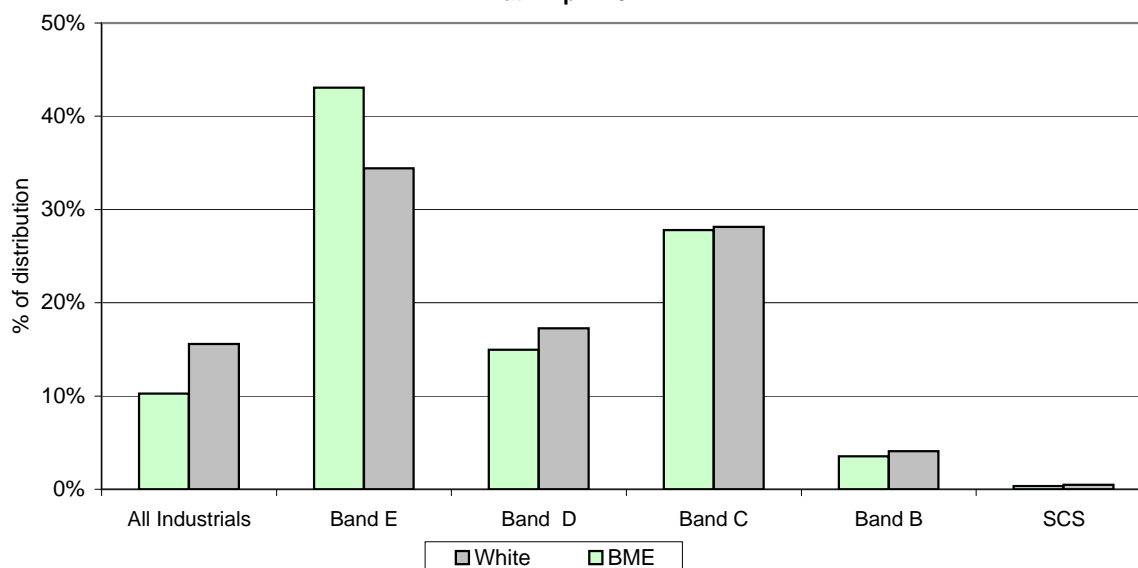
Source: DASA(Quad-Service)

1. Core MOD Total includes all known, allocated core grades, and also includes those with unallocated grade who are not listed elsewhere in this table, but excludes all Trading Funds personnel, Royal Fleet Auxiliary and locally engaged civilians.

2. Data by individual Grade Band excludes non industrial personnel of unknown grade, however, these personnel are included in Core MOD total and associated percentages and rates.

All percentages are calculated from headcount totals (part time equivalent to one person), from unrounded figures and are shown to 1 decimal place.

Comparison of White & BME distributions across grade bands at 1 April 2012



Section 2 - Ethnic origin and nationality representation of UK Regular Forces by Service

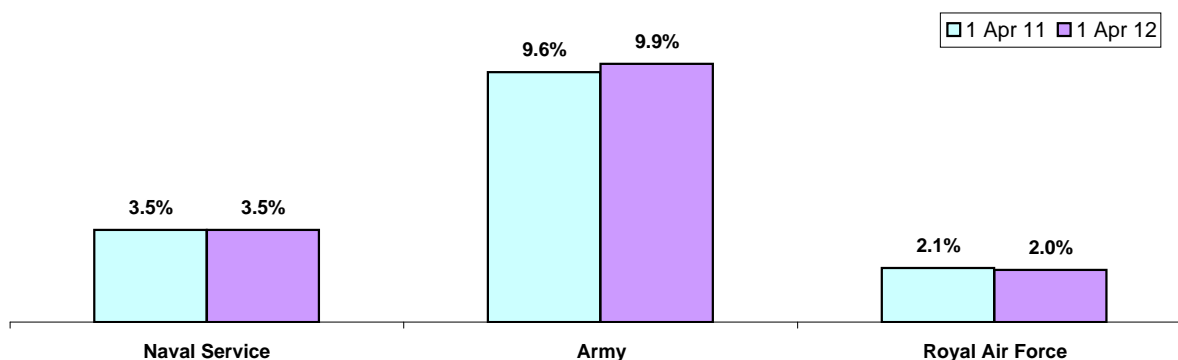
Black and Minority Ethnic (BME) personnel comprise 6.9% of the UK Regular Forces. This differs considerably by officer (2.4%) and other rank (7.9%) populations. It also differs by Service with the Army employing the most BME personnel (9.9%) and the RAF the least (2.0%). Since 2009, Gurkha personnel have been able to transfer into the UK Regular Army, and this can partially explain the larger proportion of BME personnel in the Army. The Army also has more personnel from other foreign and Commonwealth countries, over 80% of whom are from BME backgrounds.

The proportion of BME personnel entering the UK Regular Forces in the 12 months to 31 March 2012 was 7.3 per cent, greater than the proportion on strength (6.9 per cent). This represents an increase from 5.9 per cent in the 12 months to 31 March 2011. Targeted recruitment activity has recently sought to increase the number of BME personnel in the Armed Forces.

	Black and Minority Ethnic (BME) representation as at 1 April 2011		Black and Minority Ethnic (BME) representation as at 1 April 2012	
	Number	Percentage (%)	Number	Percentage (%)
All Services	12 240^P	6.7%^P	12 300	6.9%
Officers	740^P	2.4%^P	720	2.4%
of which UK	690 ^P	92.9% ^P	670	93.2%
of which non-UK	50 ^P	7.1% ^P	50	6.8%
Other ranks	11 500^P	7.6%^P	11 580	7.9%
of which UK	4 090 ^P	35.6% ^P	4 120	35.6%
of which non-UK	7 400 ^P	64.4% ^P	7 460	64.4%
Naval Service	1 300^P	3.5%^P	1 230	3.5%
Officers	130^P	1.7%^P	130	1.8%
of which UK	120 ^P	94.4% ^P	120	94.4%
of which non-UK	10 ^P	5.6% ^P	10	5.6%
Other Ranks	1 170^P	4.0%^P	1 110	4.0%
of which UK	590 ^P	50.1% ^P	560	50.2%
of which non-UK	590 ^P	49.9% ^P	550	49.8%
Army	10 100^P	9.6%^P	10 300	9.9%
Officers	400^P	2.8%^P	400	2.8%
of which UK	360 ^P	89.8% ^P	360	90.5%
of which non-UK	40 ^P	10.2% ^P	40	9.5%
Other Ranks	9 700^P	10.7%^P	9 900	11.1%
of which UK	2 950 ^P	30.4% ^P	3 050	30.8%
of which non-UK	6 750 ^P	69.6% ^P	6 850	69.2%
Royal Air Force	840^P	2.1%^P	770	2.0%
Officers	220^P	2.4%^P	190	2.3%
of which UK	210 ^P	97.7% ^P	190	97.9%
of which non-UK	- ^P	2.3% ^P	-	2.1%
Other Ranks	620^P	2.0%^P	580	1.9%
of which UK	560 ^P	89.8% ^P	520	89.4%
of which non-UK	60 ^P	10.2% ^P	60	10.6%

Source: DASA (Quad-Service)

Black and Minority Ethnic representation by Service at 1 April each year



Section 3 - Sexual Orientation declaration and representation of core MOD civilian personnel by grade

Lesbian, Gay and Bisexual (LGB) representation has shown a consistent level of increase for all grade bands ranging between a 0.2 and 0.4 percentage point increase, with an overall increase of 0.3 per cent, apart from skill zones 1-4 which has remained static at 1.2 per cent. Bands B to E all have a similar representation of LGB personnel with only a 0.1 percentage point difference between them. (SCS representation is volatile due to small numbers.) Representation at Band C, which has increased by 0.4 percentage points is the only band to have an increased number of LGB personnel, an increase of 40 people. All other increases are therefore likely to be due to an outflow of personnel at this grade, that has been typified by heterosexual personnel.

Sexual Orientation is the most closely replicated of all the protected characteristics across grades, showing very little difference (less than 3 percentage points) between the distribution of LGB and heterosexual personnel at both industrial and non-industrial grades. It is important to note however that with declaration rates at only 66.6% overall, a third of personnel have not declared their sexual orientation, and as such caution should be used when considering actual representation rates.

	Declaration as at 1 April 2012	LGB Representation at 1 April 2011		LGB Representation at 1 April 2012	
	Percentage	Number	Percentage	Number	Percentage
Core MOD Total^{1,2}	66.6%	550	1.4%	600	1.7%
SCS	68.6%	10	3.3%	10	3.6%
Band B	64.0%	20	1.3%	20	1.6%
Band C	65.9%	140	1.3%	180	1.7%
Band D	71.2%	100	1.4%	100	1.6%
Band E	68.8%	210	1.4%	210	1.7%
Skill Zones 1-4	60.1%	60	1.2%	60	1.2%
Other Industrials	52.2%	10	2.1%	10	2.3%

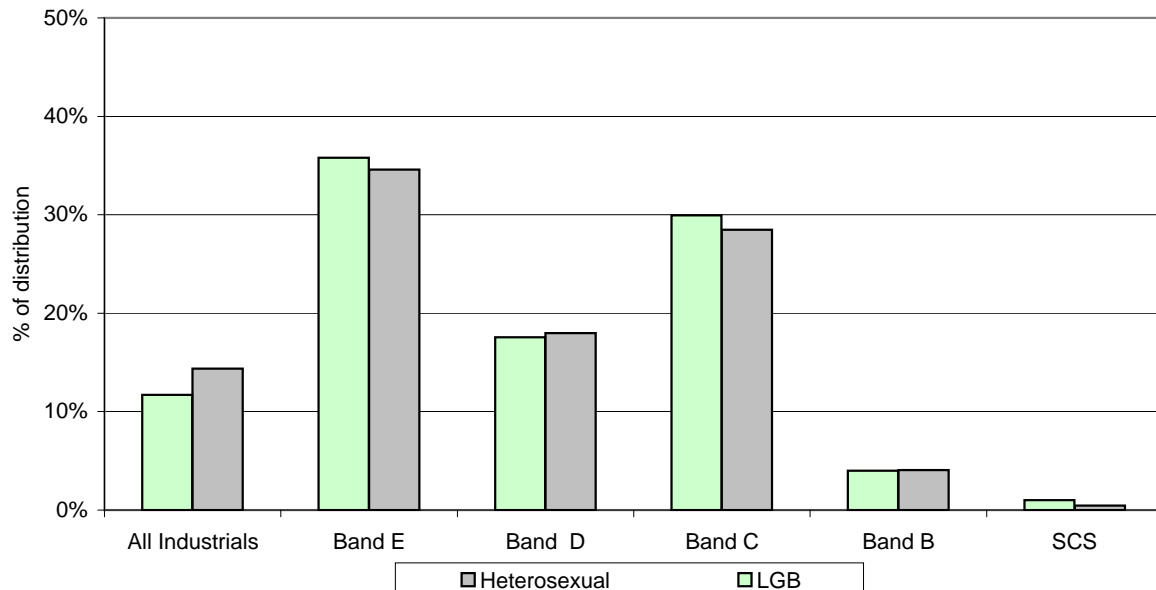
Source:DASA(Quad-Service)

1. Core MOD Total includes all known, allocated core grades, and also includes those with unallocated grade who are not listed elsewhere in this table, but excludes all Trading Funds personnel, Royal Fleet Auxiliary and locally engaged civilians.

2. Data by individual Grade Band excludes non industrial personnel of unknown grade, however, these personnel are included in Core MOD total and associated percentages and rates.

All percentages are calculated from headcount totals (part time equivalent to one person), from unrounded figures and are shown to 1 decimal place.

Comparison of Heterosexual & LGB distributions across grade bands at 1 April 2012



Section 4 - Religion / Belief declaration and representation of core MOD civilian personnel by grade

The declaration of non-Christian religion has remained at 5.1 percent despite a fall in numbers. This can be explained by the large fall in the numbers of Christian personnel, which has fallen 0.9 percentage points, mirrored by a 0.9 percentage point increase in Secular representation and also by the fact that non-Christian religion representation has increased or remained stable for all non-industrial grade bands.

For industrial grades and Band B the distribution of religion is comparable across Christian, Secular and non-Christian religion demonstrating no evidence of distortion by grade here, however the distribution of personnel with a non-Christian religion is skewed to Band E (away from Band C) and Secular is skewed to Band D.

	Declaration as at 1 April 2012	Non-Christian Religion representation at 1 April 2011		Non-Christian Religion representation at 1 April 2012	
	Percentage	Number	Percentage	Number	Percentage
Core MOD Total^{1,2}	67.6%	2,080	5.1%	1,860	5.1%
SCS	65.7%	10	4.0%	~	~
Band B	63.6%	60	3.6%	60	4.0%
Band C	66.4%	460	4.1%	440	4.3%
Band D	71.7%	330	4.6%	300	4.6%
Band E	71.0%	920	6.1%	800	6.2%
Skill Zones 1-4	60.9%	290	5.3%	240	5.0%
Other Industrials	50.6%	20	3.7%	20	4.1%

	Declaration as at 1 April 2012	Secular representation at 1 April 2011		Secular representation at 1 April 2012	
	Percentage	Number	Percentage	Number	Percentage
Core MOD Total^{1,2}	67.6%	9,580	23.2%	8,810	24.1%
SCS	65.7%	50	29.5%	50	29.6%
Band B	63.6%	380	24.0%	360	24.5%
Band C	66.4%	2,620	23.5%	2,590	25.1%
Band D	71.7%	1,840	25.7%	1,780	27.3%
Band E	71.0%	3,290	21.8%	2,790	21.7%
Skill Zones 1-4	60.9%	1,200	21.7%	1,060	22.8%
Other Industrials	50.6%	200	34.1%	170	31.3%

	Declaration as at 1 April 2012	Christian representation at 1 April 2011		Christian representation at 1 April 2012	
	Percentage	Number	Percentage	Number	Percentage
Core MOD Total^{1,2}	67.6%	29,580	71.7%	25,920	70.8%
SCS	65.7%	120	66.5%	110	67.3%
Band B	63.6%	1,140	72.3%	1,040	71.5%
Band C	66.4%	8,080	72.4%	7,320	70.7%
Band D	71.7%	4,980	69.7%	4,450	68.1%
Band E	71.0%	10,840	72.0%	9,280	72.1%
Skill Zones 1-4	60.9%	4,040	73.0%	3,370	72.2%
Other Industrials	50.6%	380	62.3%	350	64.6%

Source: DASA(Quad-Service)

1. Core MOD Total includes all known, allocated core grades, and also includes those with unallocated grade who are not listed elsewhere in this table, but excludes all Trading Funds personnel, Royal Fleet Auxiliary and locally engaged civilians.

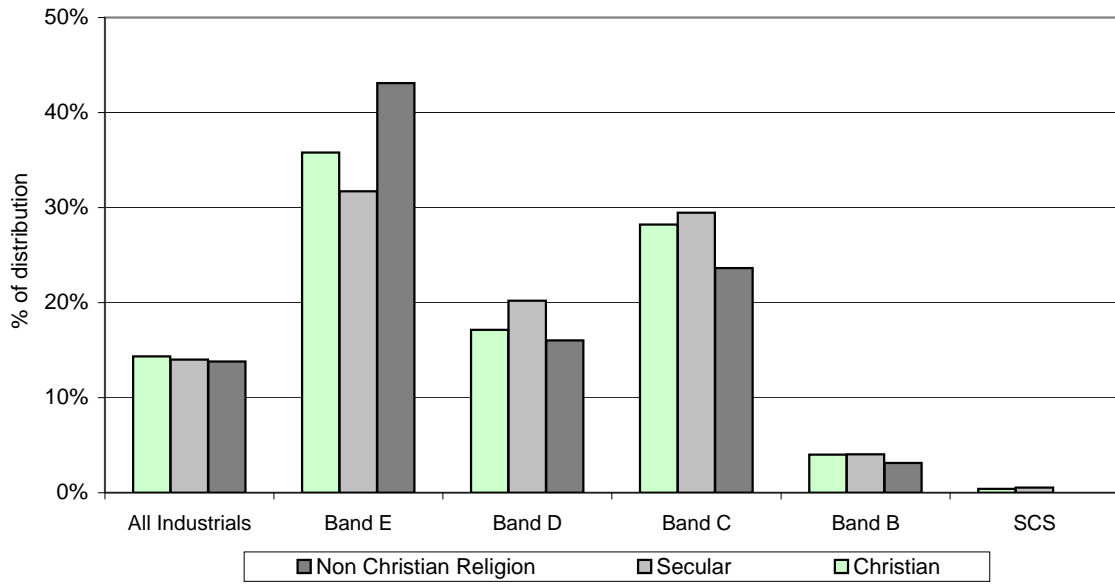
2. Data by individual Grade Band excludes non industrial personnel of unknown grade, however, these personnel are included in Core MOD total and associated percentages and rates.

All percentages are calculated from headcount totals (part time equivalent to one person), from unrounded figures and are shown to 1 decimal place.

~ denotes base values less than or equal to 5, no percentage has been calculated, or value is repressed to prevent disclosure of values less than or equal to 5.

Section 4 - Religion / Belief declaration and representation of core MOD civilian personnel by grade

Comparison of Religion/Belief group distributions across grade bands at 1 April 2012

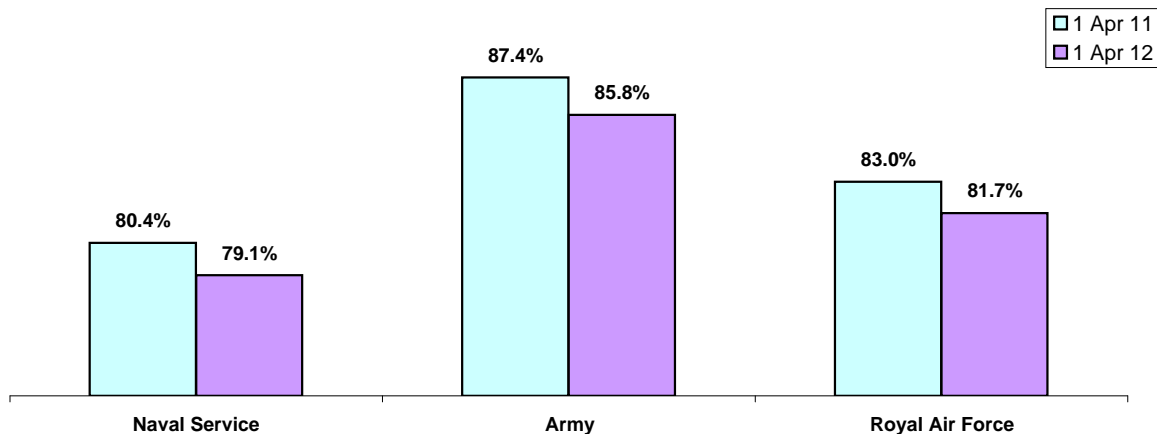


Section 4 - Religion and nationality representation of UK Regular Forces by Service

The percentage of UK Regular Forces personnel who are Christian has reduced from 85.0 per cent in 2011 to 83.6 per cent in 2012. This continues a longer term decrease in the number of personnel with a declared Christian religion, down from 89.7 per cent in 2007. The Army have the highest percentage of personnel with a declared Christian religion (85.8 per cent), compared to the Royal Air Force (81.7 per cent) and the Naval Service (79.1 per cent). The Naval Service has the lowest proportion of Christian personnel, and especially in the Other Ranks (77.3 per cent).

	Christian representation as at 1 April 2011		Christian representation as at 1 April 2012	
	Number	Percentage (%)	Number	Percentage (%)
All Services	156 790^p	85.0%^p	148 810	83.6%
Officers	27 810^p	88.4%^p	26 590	87.6%
of which UK	27 540 ^p	99.1% ^p	26 370	99.2%
of which non-UK	260 ^p	0.9% ^p	220	0.8%
Other ranks	128 980^p	84.3%^p	122 220	82.8%
of which UK	121 540 ^p	94.2% ^p	114 910	94.0%
of which non-UK	7 440 ^p	5.8% ^p	7 310	6.0%
Naval Service	30 140^p	80.4%^p	28 010	79.1%
Officers	6 440^p	87.2%^p	6 180	86.1%
of which UK	6 400 ^p	99.4% ^p	6 160	99.7%
of which non-UK	40 ^p	0.6% ^p	20	0.3%
Other Ranks	23 710^p	78.8%^p	21 830	77.3%
of which UK	23 050 ^p	97.2% ^p	21 220	97.2%
of which non-UK	660 ^p	2.8% ^p	620	2.8%
Army	92 810^p	87.4%^p	89 400	85.8%
Officers	13 310^p	90.2%^p	12 930	89.4%
of which UK	13 120 ^p	98.5% ^p	12 750	98.6%
of which non-UK	200 ^p	1.5% ^p	180	1.4%
Other Ranks	79 500^p	87.0%^p	76 470	85.3%
of which UK	72 800 ^p	91.6% ^p	69 860	91.4%
of which non-UK	6 700 ^p	8.4% ^p	6 610	8.6%
Royal Air Force	33 830^p	83.0%^p	31 400	81.7%
Officers	8 060^p	86.5%^p	7 490	85.9%
of which UK	8 030 ^p	99.7% ^p	7 460	99.7%
of which non-UK	30 ^p	0.3% ^p	30	0.3%
Other Ranks	25 780^p	82.0%^p	23 910	80.5%
of which UK	25 700 ^p	99.7% ^p	23 840	99.7%
of which non-UK	80 ^p	0.3% ^p	80	0.3%

Source: DASA(Quad Service)

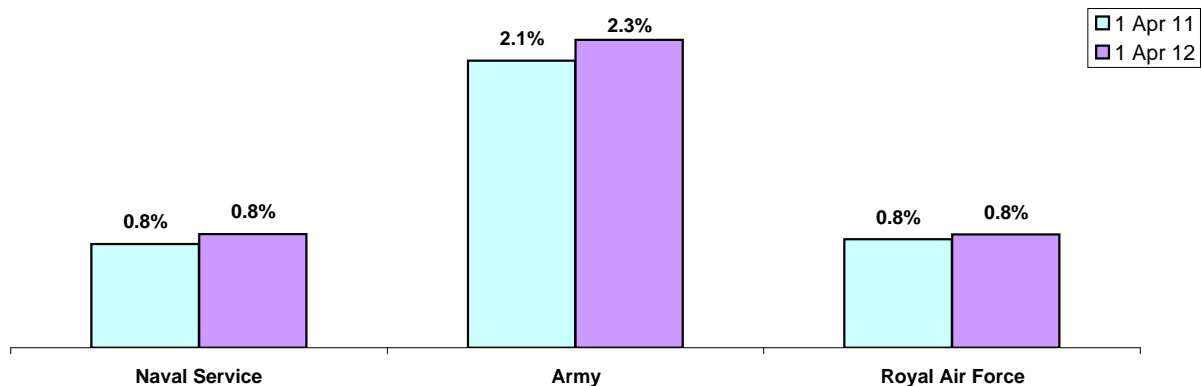


Section 4 - Religion and nationality representation of UK Regular Forces by Service

At April 2012, 1.6 per cent of UK Armed Forces personnel had a declared religion other than Christian, an increase of 0.1 percentage points on April 2011. The Army has the largest proportion of personnel with a religious but not Christian background, which may be partly explained by its higher proportion of personnel with non-UK backgrounds, particularly those transferring from the Gurkha regiments into the Regular Army.

	Non-Christian Religions representation as at 1 April 2011		Non-Christian Religions representation as at 1 April 2012	
	Number	Percentage (%)	Number	Percentage (%)
All Services	2 890^p	1.6%^p	3 010	1.7%
Officers	290^p	0.9%^p	280	0.9%
of which UK	280 ^p	95.5% ^p	260	95.3%
of which non-UK	10 ^p	4.5% ^p	10	4.7%
Other ranks	2 600^p	1.7%^p	2 740	1.9%
of which UK	1 510 ^p	58.0% ^p	1 510	55.1%
of which non-UK	1 090 ^p	42.0% ^p	1 230	44.9%
Naval Service	290^p	0.8%^p	300	0.8%
Officers	50^p	0.7%^p	50	0.7%
of which UK	50 ^p	95.9% ^p	50	95.8%
of which non-UK	- ^p	4.1% ^p	-	4.2%
Other Ranks	240^p	0.8%^p	250	0.9%
of which UK	200 ^p	82.2% ^p	210	84.5%
of which non-UK	40 ^p	17.8% ^p	40	15.5%
Army	2 270^p	2.1%^p	2 390	2.3%
Officers	160^p	1.1%^p	140	1.0%
of which UK	150 ^p	94.9% ^p	140	95.2%
of which non-UK	10 ^p	5.1% ^p	10	4.8%
Other Ranks	2 110^p	2.3%^p	2 240	2.5%
of which UK	1 080 ^p	51.0% ^p	1 070	47.5%
of which non-UK	1 040 ^p	49.0% ^p	1 180	52.5%
Royal Air Force	330^p	0.8%^p	320	0.8%
Officers	80^p	0.9%^p	80	1.0%
of which UK	80 ^p	96.4% ^p	80	95.2%
of which non-UK	- ^p	3.6% ^p	-	4.8%
Other Ranks	250^p	0.8%^p	240	0.8%
of which UK	230 ^p	93.9% ^p	230	94.2%
of which non-UK	20 ^p	6.1% ^p	10	5.8%

Source: DASA(Quad Service)

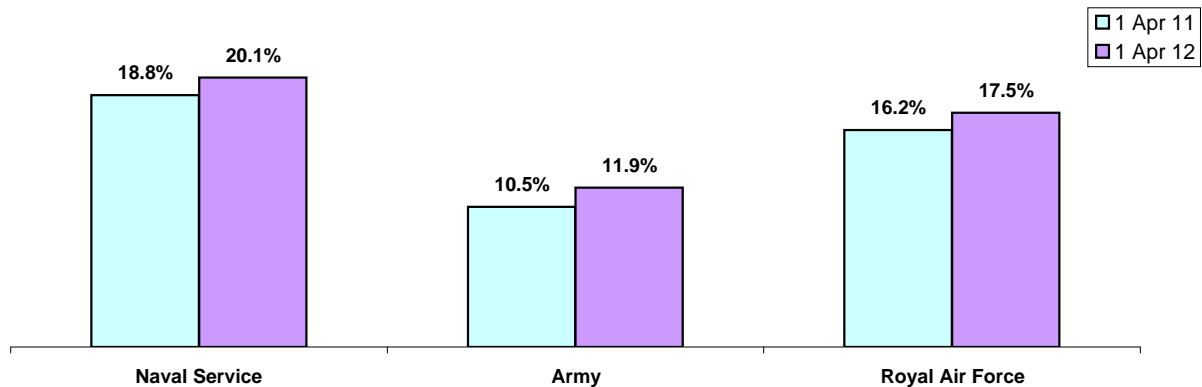


Section 4 - Religion and nationality representation of UK Regular Forces by Service

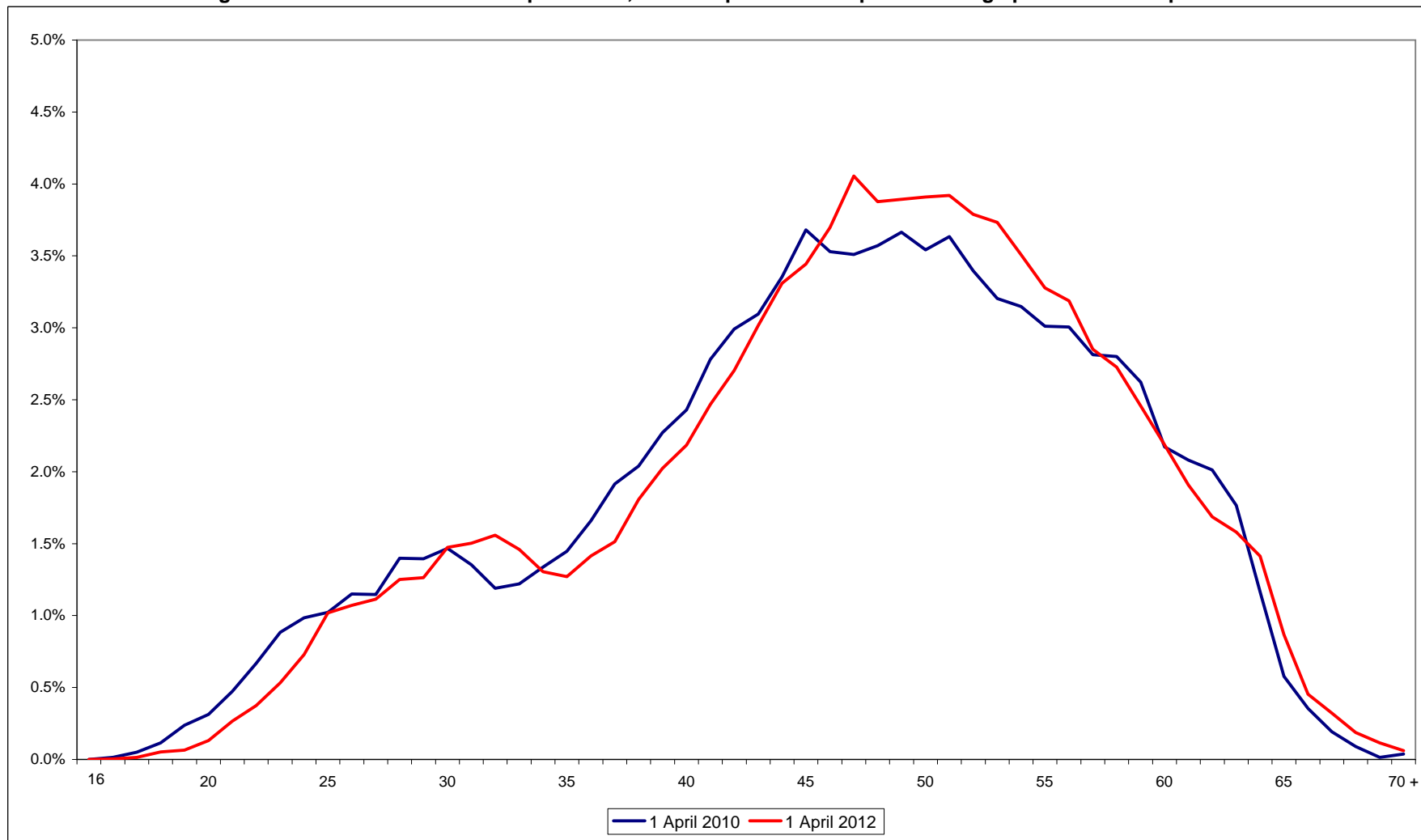
The number of personnel declaring no religious belief is increasing across the three Services. The Naval Service has the highest proportion of secular personnel, at 20.1 per cent. The Army has the lowest proportion, at 11.9%.

	Secular representation as at 1 April 2011		Secular representation as at 1 April 2012	
	Number	Percentage (%)	Number	Percentage (%)
All Services	24 730^P	13.4%^P	26 180	14.7%
Officers	3 350^P	10.7%^P	3 490	11.5%
of which UK	3 310 ^P	98.8% ^P	3 460	99.1%
of which non-UK	40 ^P	1.2% ^P	30	0.9%
Other ranks	21 380^P	14.0%^P	22 700	15.4%
of which UK	21 050 ^P	98.5% ^P	22 390	98.6%
of which non-UK	330 ^P	1.5% ^P	310	1.4%
Naval Service	7 040^P	18.8%^P	7 110	20.1%
Officers	900^P	12.1%^P	950	13.3%
of which UK	890 ^P	99.1% ^P	940	99.3%
of which non-UK	10 ^P	0.9% ^P	10	0.7%
Other Ranks	6 140^P	20.4%^P	6 160	21.8%
of which UK	6 020 ^P	98.0% ^P	6 060	98.3%
of which non-UK	120 ^P	2.0% ^P	100	1.7%
Army	11 100^P	10.5%^P	12 370	11.9%
Officers	1 280^P	8.7%^P	1 390	9.6%
of which UK	1 260 ^P	98.1% ^P	1 370	98.5%
of which non-UK	20 ^P	1.9% ^P	20	1.5%
Other Ranks	9 820^P	10.7%^P	10 980	12.2%
of which UK	9 630 ^P	98.1% ^P	10 790	98.3%
of which non-UK	190 ^P	1.9% ^P	190	1.7%
Royal Air Force	6 590^P	16.2%^P	6 710	17.5%
Officers	1 170^P	12.6%^P	1 150	13.2%
of which UK	1 170 ^P	99.4% ^P	1 140	99.6%
of which non-UK	10 ^P	0.6% ^P	-	-
Other Ranks	5 420^P	17.2%^P	5 560	18.7%
of which UK	5 400 ^P	99.7% ^P	5 540	99.7%
of which non-UK	20 ^P	0.3% ^P	20	0.3%

Source: DASA(Quad Service)



Age Profile of core MOD civilian personnel, as at 1 April 2012 compared with age profile as at 1 April 2010



Age Profile of UK Regular Forces, as at 1 April 2012 compared with age profile as at 1 April 2010

