



Ministry of Defence

Statistical Release

Published 29 November 2012

Biannual Diversity Dashboard

01 October 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 April 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.

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Key Points and Trends from 1 October 2011 to 1 October 2012

MOD Core Civilian Personnel

- Female representation has fallen 1.1 percentage points. Representation in Bands C and above has increased, while at Band D and below has fallen. The 1.3 percentage point increase in females at Band C and 2.3 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 slightly by 0.2 percentage points. The proportion of all BME personnel at grades C and B show no real difference to the distribution of white personnel at these grades.
- Lesbian, Gay and Bisexual (LGB) representation has maintained a consistent rate level for all grade bands. Bands B to E have a similar representation of LGB personnel. 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. 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, this has remained constant between 1 October 2011 and 1 October 2012.
- BME personnel comprised 7.1 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 ranks (8.0 per cent). There are also notable variations by Service with the Army employing the most BME personnel (10.1 per cent) and the RAF the least (2.0 per cent).
- The percentage of Christian personnel has reduced from 84.2 per cent in October 2011 to 82.7 per cent in October 2012. The Army has the highest percentage of personnel with a declared Christian religion (84.8 per cent), compared to the Royal Air Force (81.2 per cent) and the Naval Service (78.0 per cent).

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Introduction

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

Published in April 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 October 2011 are considered provisional whilst DASA continues its project to review this data. Following improvements in the data validation process, figures for October 2012 are considered fit for purpose and final.

Whilst this report does not look at flows, in the last 12 months, 2,440 personnel left the Trained UK Regular Forces under the Armed Forces Redundancy Programme, including 970 Naval Service, 740 Army and 730 Royal Air Force personnel.

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.

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:

DASA (Civilian) 020 721 81359

DASA (Tri Service) 020 780 78896

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 1.1 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 proportion of females at Band E has fallen 2.3 percentage points, which is particularly notable as the distribution of females has traditionally been skewed to the Band E grades representing 46.0 per cent of all females, compared to 24.6 per cent of the male population. The male distribution across grades is skewed to the band C grades in non-industrials representing 31.6 per cent of all males, compared to 25.8 per cent of the female distribution. The increase in female representation at Band C (1.3 percentage points) and a decrease at Band E (2.3 percentage points) suggests a gradual shift to more synergy between the gender distributions across grade (see chart below).

For industrial personnel, the proportion of females in Skills Zones 1-4 has fallen 0.7 percentage points in the last year and the gender distributions remain strongly skewed, with 18.6 per cent of all males and only 6.5 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 October 2011		Female Representation at 1 October 2012	
	Number	Percentage	Number	Percentage
Core MOD Total^{1,2}	23,230	38.3%	19,100	37.2%
SCS	50	20.5%	50	21.4%
Band B	620	25.1%	610	26.7%
Band C	5,380	31.4%	4,930	32.7%
Band D	4,030	40.2%	3,440	39.5%
Band E	11,580	54.9%	8,790	52.6%
Skill Zones 1-4	1,530	17.9%	1,240	17.2%
Other Industrials	30	2.6%	20	2.2%

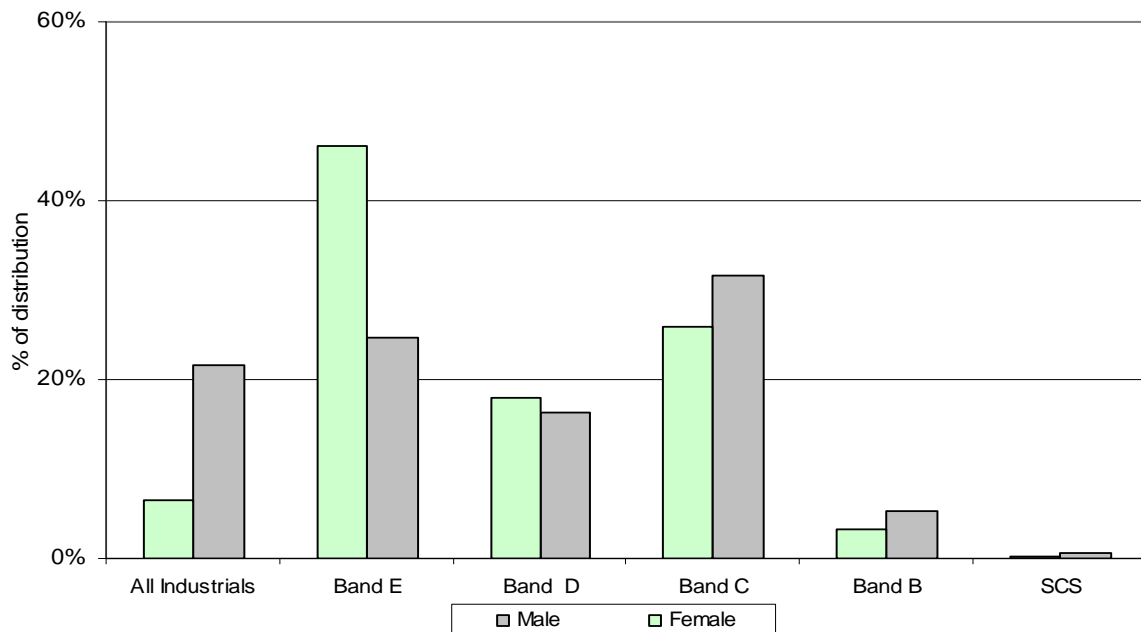
Source: DASA(Civilian)

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 Auxilliary 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 October 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, this has remained constant between 1 October 2011 and 1 October 2012. The proportion of Army females increased by 0.2 percentage points, RAF females 0.1 percentage points, whilst the Royal Navy saw a 0.1 per cent reduction. This also differs by officer (12.5 per cent) and other ranks (9.1 per cent).

In the 12 months to the 30 September 2012, the proportion of female entrants to UK Regular Forces was 8.3 per cent. This is lower than the proportion on strength (9.7 per cent) and lower than the previous 12 month period ending the 30 September 2011 (8.9 per cent).

Representation of females differs by Service with the RAF having the largest percentage of females in total (13.9 per cent). The Royal Marines has the smallest proportion of females (1.3 per cent). This is partly explained by restrictions on roles available to women and the nature of the roles in each of the Services.

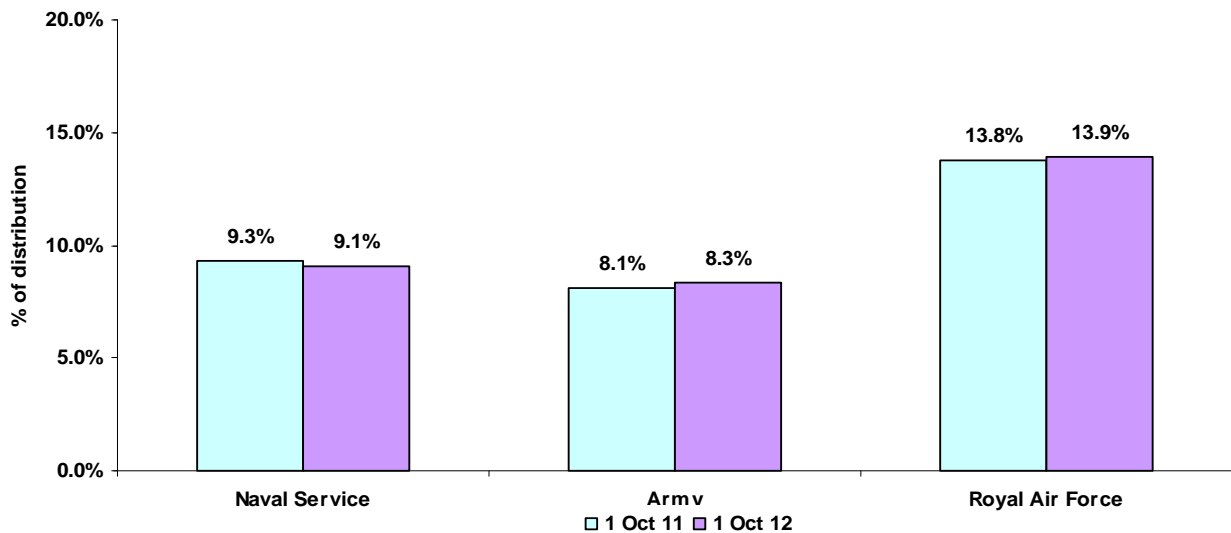
The Armed Forces have an exemption from the Sex Discrimination Act and there are restrictions on females serving in close-combat roles. Figures compiled in 2006 show that 71 per cent of posts in the Navy, 67 per cent of posts in the Army and 96 per cent of posts in the RAF are open to women. However, 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. DASA is looking to update figures on the per cent of posts open to females in the near future.

Additional information on the rank structure and age profile of females within the UK Regular Forces can be found within the Annual Personnel Report (APR) - <http://www.dasa.mod.uk/index.php?pub=APR>.

	Female Representation - 1 October 2011		Female Representation - 1 October 2012	
	Number	Percentage	Number	Percentage
All Services	17 760	9.7%	17 060	9.7%
Officers	3 880	12.2%	3 760	12.5%
Other ranks	13 890	9.1%	13 300	9.1%
Royal Navy	3 320	11.5%	3 050	11.4%
Officers	720	11.0%	690	11.1%
Other Ranks	2 600	11.7%	2 360	11.4%
Royal Marines	100	1.3%	100	1.3%
Officers	-	-	-	-
Other Ranks	100	1.4%	100	1.5%
Army	8 610	8.1%	8 560	8.3%
Officers	1 670	11.2%	1 660	11.6%
Other Ranks	6 940	7.6%	6 900	7.8%
Royal Air Force	5 730	13.8%	5 350	13.9%
Officers	1 490	15.8%	1 400	16.4%
Other Ranks	4 240	13.2%	3 940	13.2%

Source: DASA(Tri-Service)

Female representation by Service at 1 October each year



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

Black and Minority Ethnicity (BME) representation overall has increased only slightly during the last year with an increase to the core MOD representation of 0.2 percentage points. Band B to E BME representation have all increased across the last year by 0.1 to 0.4 percentage points.

The distribution of BME personnel remains skewed slightly toward the band E grades, comprising 42.2 per cent of the BME population compared to 33.5 per cent of the White population (see chart below). The Ethnicity distributions for industrial grades are more closely aligned than for Gender, with 9.1 per cent of BME personnel compared to 13.7 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 October 2012	BME representation at 1 October 2011		BME representation at 1 October 2012	
	Percentage	Number	Percentage	Number	Percentage
Core MOD Total^{1,2}	88.3%	1,910	3.5%	1,680	3.7%
SCS	90.6%	10	3.0%	10	2.8%
Band B	85.0%	70	3.2%	70	3.6%
Band C	86.4%	520	3.5%	460	3.6%
Band D	90.3%	290	3.1%	260	3.3%
Band E	91.6%	830	4.3%	710	4.6%
Skill Zones 1-4	84.7%	170	2.3%	150	2.5%
Other Industrials	79.4%	20	2.7%	20	2.3%

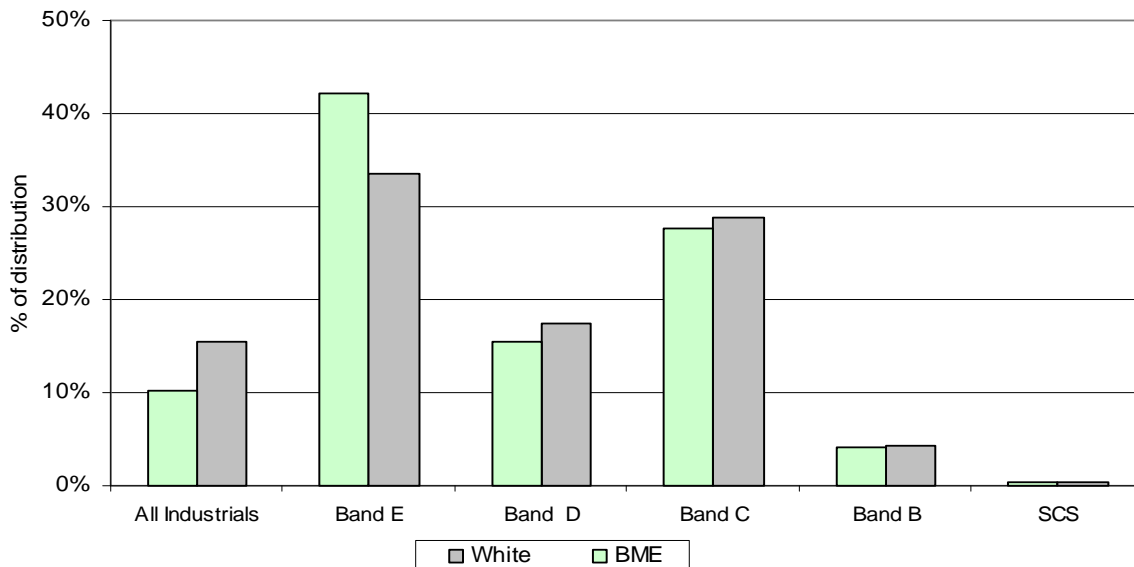
Source: DASA(Civilian)

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 October 2012



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

Black and Minority Ethnic (BME) personnel comprise 7.1 per cent of the UK Regular Forces. This differs considerably between officers (2.4 per cent) and other ranks (8.0 per cent). It also differs by Service with the Army employing the most BME personnel (10.1 per cent) and the RAF the least (2.0 per cent). Since 2009, Gurkha personnel have been able to transfer into the UK Regular Army, which partially explains the larger proportion of BME personnel in the Army. The Army also has more personnel from other Foreign and Commonwealth countries, over 80 per cent of whom are from BME backgrounds.

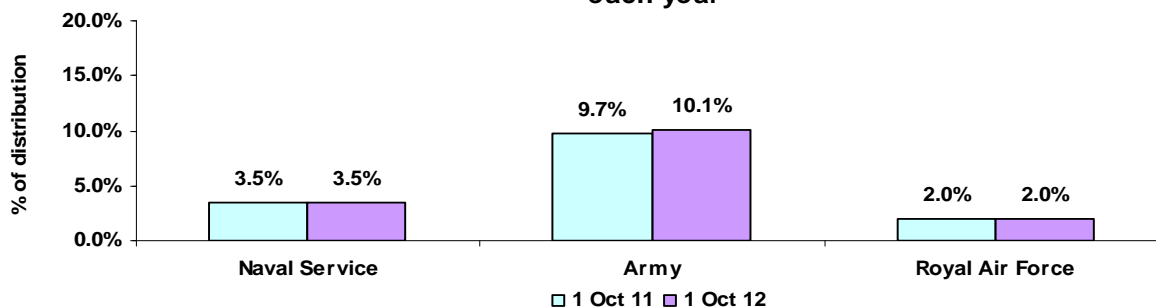
The proportion of BME personnel entering the UK Regular Forces in the 12 months to 30 September 2012 was 7.8 per cent, greater than the proportion on strength (7.1 per cent 1 September 2012). This represents an increase from 7.3 per cent in the 12 months to 30 September 2011. Targeted recruitment activity continues to increase the number of BME personnel in the Armed Forces.

Additional information on the rank structure and age profile of BME within the UK Regular Forces can be found within the Annual Personnel Report (APR) - <http://www.dasa.mod.uk/index.php?pub=APR>.

	Black and Minority Ethnic (BME) representation as at 1 October 2011				Black and Minority Ethnic (BME) representation as at 1 October 2012			
	Number		Percentage		Number		Percentage	
All Services	12 300	P	6.8%	P	12 310		7.1%	
Officers	730	P	2.4%	P	700		2.4%	
of which UK	680	P	92.9%	P	660		93.3%	
of which non-UK	50	P	7.1%	P	50		6.7%	
Other ranks	11 570	P	7.7%	P	11 610		8.0%	
of which UK	4 120	P	35.6%	P	4 090		35.3%	
of which non-UK	7 450	P	64.4%	P	7 520		64.7%	
Naval Service	1 260	P	3.5%	P	1 200		3.5%	
Officers	130	P	1.7%	P	130		1.8%	
of which UK	120	P	94.4%	P	120		94.5%	
of which non-UK	10	P	5.6%	P	10		5.5%	
Other Ranks	1 130	P	3.9%	P	1 070		3.9%	
of which UK	570	P	50.0%	P	540		50.7%	
of which non-UK	560	P	50.0%	P	530		49.3%	
Army	10 240	P	9.7%	P	10 360		10.1%	
Officers	410	P	2.8%	P	390		2.7%	
of which UK	370	P	90.2%	P	360		90.8%	
of which non-UK	40	P	9.8%	P	40		9.2%	
Other Ranks	9 830	P	10.9%	P	9 970		11.3%	
of which UK	3 000	P	30.5%	P	3 050		30.6%	
of which non-UK	6 830	P	69.5%	P	6 920		69.4%	
Royal Air Force	810	P	2.0%	P	750		2.0%	
Officers	200	P	2.3%	P	180		2.3%	
of which UK	200	P	97.5%	P	180		97.8%	
of which non-UK	-	P	-	P	-		-	
Other Ranks	610	P	2.0%	P	570		2.0%	
of which UK	550	P	90.1%	P	500		88.5%	
of which non-UK	60	P	9.9%	P	60		11.5%	

Source: DASA (Tri-Service)

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



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

Lesbian, Gay and Bisexual (LGB) representation has maintained a consistent rate level overall. Bands B to E all at individual grade level and overall have a similar representation of LGB personnel with only a 2.0 percentage point difference between them. (SCS representation is volatile due to small numbers.). 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 66.4 per cent 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 October 2012	LGB Representation at 1 October 2011		LGB Representation at 1 October 2012	
	Percentage	Number	Percentage	Number	Percentage
Core MOD Total^{1,2}	66.4%	640	1.6%	560	1.6%
SCS	68.8%	10	3.4%	~	~
Band B	63.2%	20	1.5%	20	1.5%
Band C	66.0%	180	1.6%	170	1.7%
Band D	70.9%	120	1.7%	100	1.6%
Band E	68.6%	240	1.6%	200	1.8%
Skill Zones 1-4	60.1%	70	1.4%	60	1.3%
Other Industrials	51.1%	10	2.2%	10	2.1%

Source:DASA(Civilian)

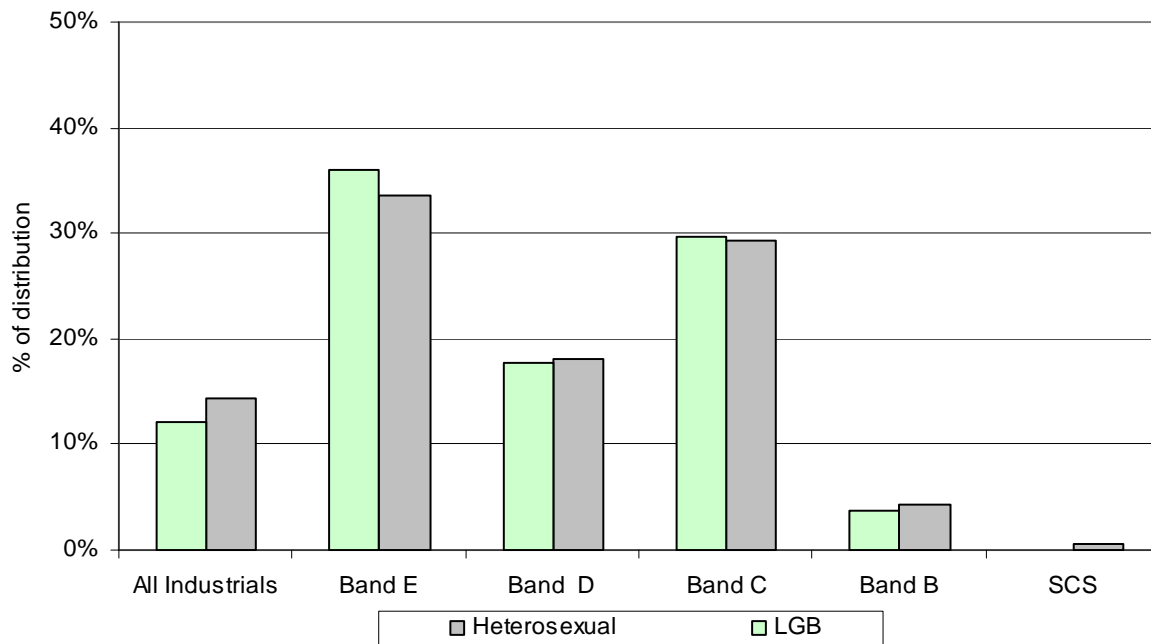
1. Core MOD Total includes all known, allocated core grades, and also includes those with unallocated grade who are not listed elsewhere in this table, but excludes all Trading Funds personnel, Royal Fleet Auxiliary and locally engaged civilians.

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.

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Comparison of Heterosexual & LGB distributions across grade bands at 1 October 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. This can be explained by the large fall in the numbers of Christian personnel, which has fallen 1.1 percentage points, mirrored by a 1.0 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). All other increases are therefore likely to be due to an outflow of personnel at this grade, that has been typified by christian personnel.

	Declaration as at 1 October 2012	Non-Christian Religion representation at 1 October 2011		Non-Christian Religion representation at 1 October 2012	
	Percentage	Number	Percentage	Number	Percentage
Core MOD Total^{1,2}	67.2%	2,060	5.1%	1,760	5.1%
SCS	65.4%	10	4.1%	~	~
Band B	62.8%	60	4.0%	60	4.2%
Band C	66.2%	480	4.2%	420	4.2%
Band D	71.4%	330	4.6%	280	4.5%
Band E	70.6%	900	6.1%	740	6.3%
Skill Zones 1-4	60.8%	260	5.1%	230	5.3%
Other Industrials	48.6%	20	3.7%	20	4.1%

	Declaration as at 1 October 2012	Secular representation at 1 October 2011		Secular representation at 1 October 2012	
	Percentage	Number	Percentage	Number	Percentage
Core MOD Total^{1,2}	67.2%	9,500	23.3%	8,390	24.3%
SCS	65.4%	50	30.4%	50	33.3%
Band B	62.8%	380	24.3%	350	24.2%
Band C	66.2%	2,700	23.8%	2,560	25.6%
Band D	71.4%	1,850	25.9%	1,720	27.7%
Band E	70.6%	3,200	21.5%	2,560	21.7%
Skill Zones 1-4	60.8%	1,140	22.2%	1,000	22.8%
Other Industrials	48.6%	180	32.4%	150	30.0%

	Declaration as at 1 October 2012	Christian representation at 1 October 2011		Christian representation at 1 October 2012	
	Percentage	Number	Percentage	Number	Percentage
Core MOD Total^{1,2}	67.2%	29,220	71.7%	24,340	70.6%
SCS	65.4%	110	65.5%	100	64.1%
Band B	62.8%	1,120	71.7%	1,030	71.7%
Band C	66.2%	8,170	72.0%	7,010	70.2%
Band D	71.4%	4,960	69.5%	4,210	67.8%
Band E	70.6%	10,760	72.4%	8,500	72.0%
Skill Zones 1-4	60.8%	3,720	72.7%	3,160	71.9%
Other Industrials	48.6%	360	63.9%	320	65.9%

Source: DASA(Civilian)

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.

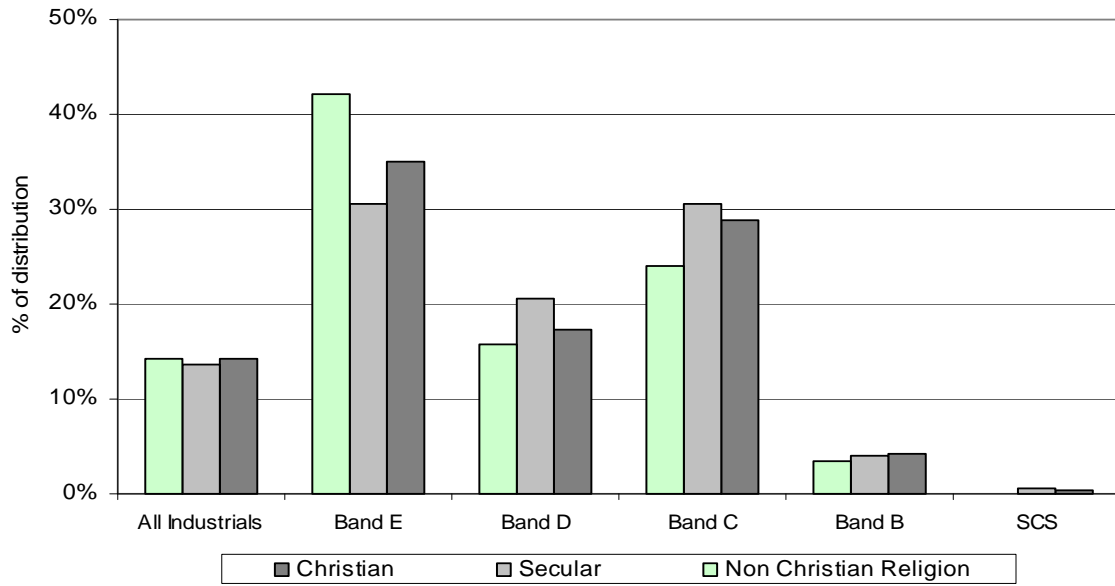
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Section 4 - Religion / Belief declaration and representation of core MOD civilian personnel by grade

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



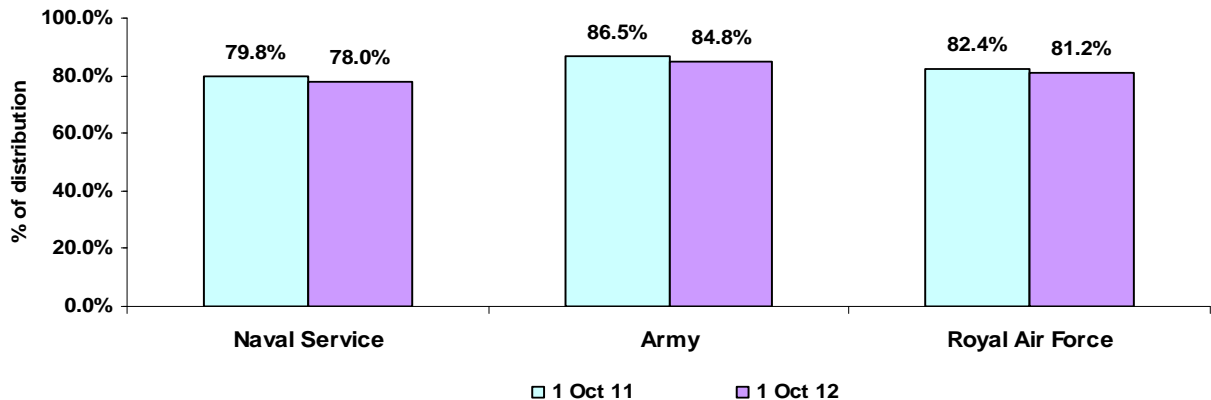
Section 4 - Religion and nationality representation of UK Regular Forces by Service

The percentage of UK Regular Forces personnel who are Christian has reduced from 84.2 per cent in October 2011 to 82.7 per cent in October 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 (84.8 per cent), compared to the Royal Air Force (81.2 per cent) and the Naval Service (78.0 per cent). The Naval Service has the lowest proportion of Christian personnel, and especially in the Other Ranks (76.1 per cent).

	Christian representation as at 1 October 2011				Christian representation as at 1 October 2012			
	Number		Percentage		Number		Percentage	
All Services	153 330	P	84.2%	P	144 160		82.7%	
Officers	27 540	P	87.9%	P	25 870		87.1%	
of which UK	27 300	P	99.1%	P	25 650		99.2%	
of which non-UK	240	P	0.9%	P	220		0.8%	
Other ranks	125 790	P	83.5%	P	118 290		81.8%	
of which UK	118 420	P	94.1%	P	111 030		93.9%	
of which non-UK	7 370	P	5.9%	P	7 260		6.1%	
Naval Service	29 190	P	79.8%	P	26 960		78.0%	
Officers	6 380	P	86.3%	P	6 050		85.4%	
of which UK	6 360	P	99.6%	P	6 020		99.7%	
of which non-UK	20	P	0.4%	P	20		0.3%	
Other Ranks	22 820	P	78.1%	P	20 910		76.1%	
of which UK	22 190	P	97.2%	P	20 310		97.1%	
of which non-UK	630	P	2.8%	P	600		2.9%	
Army	91 260	P	86.5%	P	87 130		84.8%	
Officers	13 340	P	89.8%	P	12 690		88.6%	
of which UK	13 150	P	98.6%	P	12 520		98.7%	
of which non-UK	190	P	1.4%	P	170		1.3%	
Other Ranks	77 910	P	85.9%	P	74 440		84.2%	
of which UK	71 250	P	91.5%	P	67 870		91.2%	
of which non-UK	6 660	P	8.5%	P	6 580		8.8%	
Royal Air Force	32 880	P	82.4%	P	30 070		81.2%	
Officers	7 820	P	86.2%	P	7 140		85.9%	
of which UK	7 790	P	99.7%	P	7 110		99.6%	
of which non-UK	20	P	0.3%	P	30		0.4%	
Other Ranks	25 060	P	81.3%	P	22 930		79.8%	
of which UK	24 980	P	99.7%	P	22 850		99.7%	
of which non-UK	80	P	0.3%	P	80		0.3%	

Source: DASA(Tri Service)

Christian Religion representation by Service at 1 October each year



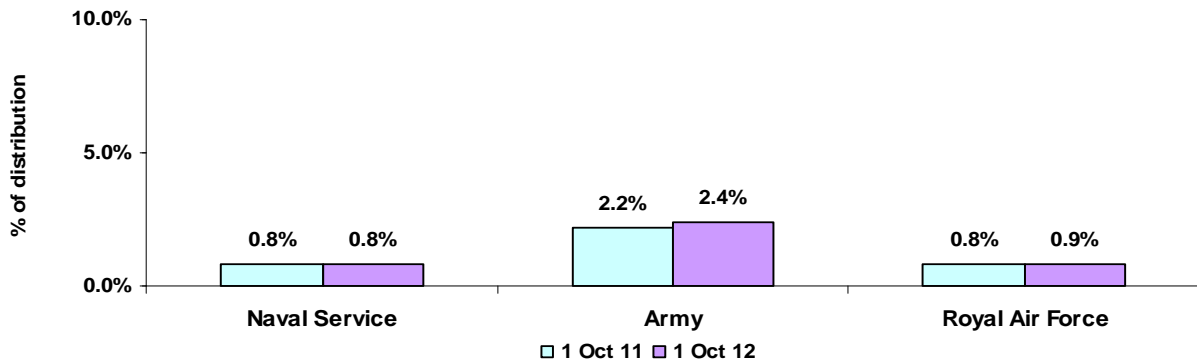
Section 4 - Religion and nationality representation of UK Regular Forces by Service

At October 2012, 1.8 per cent of UK Armed Forces personnel had a declared religion other than Christian, an increase of 0.2 percentage since October 2011. The Army has the largest proportion of personnel with a non-Christian religious background, which may be partly explained by its higher proportion of personnel with non-UK backgrounds, including those transferring from the Gurkha regiments into the Regular Army.

	Non-Christian Religions representation as at 1 October 2011				Non-Christian Religions representation as at 1 October 2012			
	Number		Percentage		Number		Percentage	
All Services	2 970	P	1.6%	P	3 080		1.8%	
Officers	280	P	0.9%	P	260		0.9%	
of which UK	260	P	95.3%	P	250		95.4%	
of which non-UK	10	P	4.7%	P	10		4.6%	
Other ranks	2 690	P	1.8%	P	2 820		2.0%	
of which UK	1 520	P	56.6%	P	1 510		53.5%	
of which non-UK	1 170	P	43.4%	P	1 310		46.5%	
Naval Service	310	P	0.8%	P	290		0.8%	
Officers	50	P	0.7%	P	40		0.6%	
of which UK	50	P	96.1%	P	40		95.6%	
of which non-UK	-	P	-	P	-		-	
Other Ranks	260	P	0.9%	P	250		0.9%	
of which UK	220	P	83.7%	P	210		83.9%	
of which non-UK	40	P	16.3%	P	40		16.1%	
Army	2 330	P	2.2%	P	2 480		2.4%	
Officers	150	P	1.0%	P	140		1.0%	
of which UK	140	P	94.5%	P	130		95.7%	
of which non-UK	10	P	5.5%	P	10		4.3%	
Other Ranks	2 190	P	2.4%	P	2 340		2.6%	
of which UK	1 070	P	49.1%	P	1 080		46.0%	
of which non-UK	1 110	P	50.9%	P	1 260		54.0%	
Royal Air Force	330	P	0.8%	P	320		0.9%	
Officers	80	P	0.9%	P	80		0.9%	
of which UK	80	P	96.2%	P	70		94.7%	
of which non-UK	-	P	-	P	-		-	
Other Ranks	250	P	0.8%	P	240		0.8%	
of which UK	240	P	94.4%	P	230		94.6%	
of which non-UK	10	P	5.6%	P	10		5.4%	

Source: DASA(Tri Service)

Non-Christian Religion representation by Service at 1 October each year



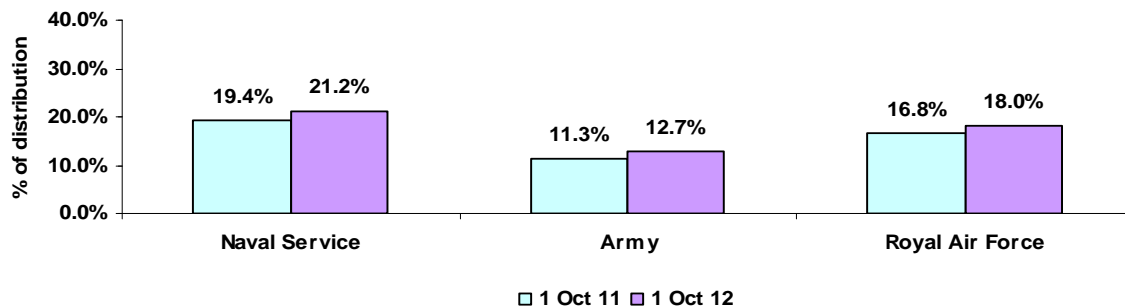
Section 4 - Religion and nationality representation of UK Regular Forces by Service

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 21.2 per cent. The Army has the lowest proportion, at 12.7 per cent.

	Secular representation as at 1 October 2011				Secular representation as at 1 October 2012			
	Number		Percentage		Number		Percentage	
All Services	25 710	P	14.1%	P	27 060		15.5%	
Officers	3 500	P	11.2%	P	3 580		12.1%	
of which UK	3 460	P	98.9%	P	3 540		98.7%	
of which non-UK	40	P	1.1%	P	40		1.3%	
Other ranks	22 210	P	14.7%	P	23 470		16.2%	
of which UK	21 900	P	98.6%	P	23 160		98.7%	
of which non-UK	310	P	1.4%	P	320		1.3%	
Naval Service	7 080	P	19.4%	P	7 310		21.2%	
Officers	960	P	13.0%	P	990		14.0%	
of which UK	950	P	99.2%	P	980		99.3%	
of which non-UK	10	P	0.8%	P	10		0.7%	
Other Ranks	6 120	P	21.0%	P	6 320		23.0%	
of which UK	6 020	P	98.4%	P	6 220		98.4%	
of which non-UK	100	P	1.6%	P	100		1.6%	
Army	11 930	P	11.3%	P	13 090		12.7%	
Officers	1 370	P	9.2%	P	1 500		10.5%	
of which UK	1 350	P	98.3%	P	1 470		97.9%	
of which non-UK	20	P	1.7%	P	30		2.1%	
Other Ranks	10 560	P	11.6%	P	11 590		13.1%	
of which UK	10 360	P	98.1%	P	11 400		98.3%	
of which non-UK	200	P	1.9%	P	200		1.7%	
Royal Air Force	6 700	P	16.8%	P	6 650		18.0%	
Officers	1 170	P	12.9%	P	1 090		13.1%	
of which UK	1 160	P	99.5%	P	1 080		99.5%	
of which non-UK	10	P	0.5%	P	10		0.5%	
Other Ranks	5 530	P	17.9%	P	5 560		19.3%	
of which UK	5 520	P	99.7%	P	5 540		99.7%	
of which non-UK	20	P	0.3%	P	20		0.3%	

Source: DASA(Tri Service)

Secular Religion representation by Service at 1 October each year



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



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

