



Ministry of Defence

# Equality and Diversity Scheme Annual Report 2008-2009



INVESTORS IN PEOPLE

# Foreword

by

**Air Chief Marshal Sir Jock Stirrup, Chief of the Defence Staff,  
Sir Bill Jeffrey, Permanent Under Secretary for Defence and  
Steve Love, Chief Constable Ministry of Defence Police.**

We are pleased to present on behalf of the Ministry of Defence our first report against our revised Equality and Diversity Scheme 2008-2011. This report covers the period April 2008 to April 2009.

The MOD aims to have a workforce that is drawn from the breadth of society that it defends; gains strength from that society's range of knowledge, experience and talent; and welcomes, respects and values the unique contribution of every individual. Diversity is core business for the Ministry of Defence. Even though the Department is in the process of restructuring and reducing in size we remain committed to the delivery of Defence objectives and maintaining our commitment to Equality and Diversity through the Unified Diversity Strategy.

The Department is still in the process of downsizing and restructuring, whilst ensuring the continued delivery of Defence business.

This report includes:

- narrative and detailed statistical data regarding employment monitoring in respect of the Armed Forces, Civilian and Ministry Of Defence Police;
- updated Action Plans showing the progress made against our Race, Disability and Gender Action Plans ;
- updated Action Plans covering all diversity strands;
- Progress report against the Equality & Diversity impact Assessment of our functions and policies and;
- an updated MOD Northern Ireland Affirmative Action Plan.

## Our Achievements

Armed Forces -A comprehensive review of equality and diversity training provided to members of the Armed Forces throughout their careers, the recommendations from which are now being implemented.

Civilian- Our declaration and representation rates continue to improve with the greatest success being demonstrated for Gender. This year, for the first time, we have exceeded our Gender targets for both the Senior Civil Service and our feeder grades. This progress has assisted us in achieving additional success in our benchmarking activities.

Ministry of Defence Police - Self-assessment using the Diversity Excellence Model (DEM)

## Areas for Improvement

Armed Forces – The Armed Forces aim to become fully representative of the community they serve with a view to reaching 8% ethnic minority representation by

2013. Despite the investment of considerable resources, however, the Armed Forces are still striving to reach their targets for recruiting members of the UK ethnic minorities. Examples of the initiatives to increase the levels of recruitment include: Services' Presentation teams attendance at schools, careers fairs and Graduate Recruitment Seminars; road shows and exhibitions which promote careers in the Armed Forces amongst the UK's ethnic minority and faith communities.

Civilian - To increase the representation of ethnic minority staff within the civilian workforce.

MDP- The DEM assessment revealed that MDP has less information than they would like on the impact of their work on diversity on their workforce, their customers and society as a whole.

## Reporting

Copies of this document will be distributed at senior levels throughout the Department and placed in the House of Commons library. It is also available on both our internal and external website [www.mod.uk](http://www.mod.uk). If you require this document in an alternative format, please contact [DCP-CC Diversity4@mod.uk](mailto:DCP-CC Diversity4@mod.uk)



**Air Chief Marshal  
Sir Jock Stirrup**



**Sir Bill Jeffrey**



**Chief Constable  
Steve Love**

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# Employment Monitoring

## Employment Monitoring: Armed Forces

All the Tables to which we refer in this section are at Annex A.

### Gender

#### Tables A1, A3 to A6, A11, A12, A14 and A16

1.1 The representation of women in the UK's Armed Forces during the reporting period has remained fairly static (females as a percentage of the total being 9.4% in 2008 and 9.5% in 2009) and we continue to look at ways of improving recruitment and retention. Balancing caring responsibilities with a career in the Services continues to present an obstacle to advancement for many women.

1.2 Overall representation by women at OF4 (Commander RN, Lieutenant Colonel and Wing Commander) and above in all three Services has increased from 4.4% in 2008 to 4.5% in 2009. In the Royal Navy, representation at this level has increased from 2.3% in 2008 to 2.4% in 2009 and in the Army representation has increased from 4.2% in 2008 to 4.6% in 2009. Representation at this level has decreased slightly in the Royal Air Force from 6.5% in 2008 to 6.2% in 2009. Overall representation at OF 3 level (Lieutenant Commander RN, Major and Squadron Leader) and below has increased from 13.5% in 2008 to 13.8% in 2009. Representation at this level in the Royal Navy has improved from 11.1% in 2008 to 11.5% in 2009; has decreased from 12.8% to 12.6% in the Army; and has increased from 16.4% to 17.1% in the Royal Air Force.

1.3 Overall representation by women at OR6 (Petty Officer and Sergeant) and above in all three Services during the reporting period has improved from 6.1% in 2008 to 6.5% in 2009. In the Royal Navy representation at this level has increased from 5.1% in 2008 to 5.3% in 2009; from 6.1% to 6.5% in the Army; and from 7.1% to 7.7% in the Royal Air Force. Overall representation at OR4 (Leading Hand and Corporal) and below has decreased slightly from 10.0% in 2008 to 9.9% in 2009. In the Royal Navy representation at this rank has decreased from 11.9% to 11.6%; in the Army it has decreased from 7.7% to 7.5%; and in the RAF it has remained static at 15.4%.

1.4 Women continue to be involved in a wide range of demanding tasks in the UK and on deployment overseas. Currently, there are no women at two-star rank (Rear Admiral/Major General/Air Vice-Marshal) or above. Promotion to this level has tended to depend on operational experience or experience in the Combat Arms. As women are now increasingly deploying on operations, it is expected that they will reach the higher ranks with time.

1.5 The Armed Forces continue to try and improve work-life balance by offering "family friendly" policies, where possible. These include: a salary sacrifice scheme to help parents to pay for childcare; the opportunity to take career breaks of up to three

years; special unpaid leave of up to 93 days; variable start/finish times of the working day; and the opportunity for short-term home-working.

1.6 The Services continue to try and improve female representation and retention through recruitment campaigns which highlight the benefits of a career in the Armed Forces in terms of opportunities for training and the acquisition of professional qualifications. Women are being encouraged to consider branches and trades where they have been traditionally under-represented. These include roles such as engineering and communications technicians, pilots and weapons systems operators.

1.7 Recruitment to the UK's Armed Forces is generally gender free and there are no separate targets for women. This means that recruitment is seen to be fair and unbiased as the best candidates are recruited, regardless of their gender. In FY 2007/2008 the number of female recruits from civilian life was 2,090, representing 10% of intake. In FY 2008/2009, the number of female recruits was 2,080, representing 9.1% of total intake.

## Race

### Tables A2, A7 to A10, A13, A15, A16 and A17

1.8 The Armed Forces aim is to reach 8% ethnic minority representation by 2013 (in line with ethnic minority representation in UK society). Ethnic minority representation in the Armed Forces has risen substantially in recent years from just over 1% in 1999 and, as at 1 April 2009, stood at 6.5% (Royal Navy 3.3%, Army 9.4% and RAF 2.2%). Much of this increase is due to ethnic minority recruits from Commonwealth countries, particularly among Army other ranks.

1.9 The table on Workforce Profile by Ethnicity shows that, of the 6.5% overall ethnic minority representation, those from the "Black" group made up 3.8%, the largest single category being Black – African with 1.5%. Those who declared themselves to be from one of the "Asian" categories made up 0.8% of the total, reflecting the Armed Forces continuing difficulties in recruiting from these communities. Those in the "Mixed" categories made up 1.3% of overall representation.

1.10 Retention and length of service rates for ethnic minority personnel were broadly comparable with those of their white counterparts. Comparison of retention rates for ethnic minorities with their white counterparts does not indicate that ethnic minority personnel are being treated less favourably. However, care should be taken when making comparisons, particularly for officers, because the numbers involved are small.

1.11 Ethnic minority personnel are beginning to make progress towards the highest ranks in the Armed Forces although, given the low starting position, it will take many years before they are fully represented at all levels in the Services. Among officers across the three Services as at 1 April 2009, 2.0% of Lieutenant Colonels and equivalent ranks and above were ethnic minorities while, for other ranks, 2.2% at Sergeant and equivalent ranks and above were from ethnic minorities. Because

many ethnic minority personnel have been recruited recently and are at a relatively early stage in their careers, their representation is disproportionately concentrated at the more junior levels (12.8% at Corporal and below in the Army are from ethnic minority backgrounds). The highest ranking ethnic minority officer in the Armed Forces is a Rear Admiral. However, the number of ethnic minorities at the most senior levels remains relatively low. Senior officers are developed through the ranks and, it may be some time before we see a significant improvement in ethnic minority representation at this level.

1.12 A new round of UK ethnic minority recruiting goals began in 2006/07. Commencing 1 April 2006, the incremental goals were set at 0.5% above the previous year's achievement for each Service, or rolling forward the previous year's target, whichever was higher. This should ensure that targets remain realistic and better reflect the prevailing circumstances. Goals for 2008/09 were: RN 3.5% Army 4.3%; RAF 3.6%. Ethnic minority recruitment achievement in 2008/09 was: RN 2.1% Army 3.1%; RAF 2.2%. While it is disappointing that the 2008/09 recruitment goals were not achieved, the Service continue to commit significant effort and resources to engage and raise awareness among all of the UK's minority groups and to encourage members of those groups to consider a career in the Armed Forces.

1.13 Outflow from trained strength for ethnic minorities was 5.9%, lower than representation. For officers the figure was 3.3% compared with 2.5% representation, although the number of ethnic minority officers who left the Armed Forces during the period was relatively small and care should be exercised when making comparisons. For other ranks the outflow figure was 6.3% compared with representation of 7.2%.

## **Racial Harassment and Discrimination**

1.14 Harassment and bullying of any kind are completely unacceptable in the Armed Forces. They impact on operational effectiveness by damaging individuals and team cohesion. The Armed Forces aim for an environment where all personnel are treated fairly and with dignity and respect, where any inappropriate behaviour is challenged and, where people feel comfortable raising a complaint. Since 2005, the Armed Forces have been working closely with the Equal Opportunities Commission (EOC), (now subsumed into the Equality and Human Rights Commission (EHRC)), to develop and implement a range of measures to achieve these aims.

## Employment Monitoring: Civil Service

All the tables and figures referred to in this section have been rounded to the nearest 10 and are at Annex B.

### Introduction

2.1 2008/09 saw the Department continuing to support operations in Iraq and Afghanistan alongside its many other defence outputs. This was coupled with a major restructuring and downsizing of the Civil Service within the Department. This has and will continue to affect the recruitment, progression and retention of MOD's Workforce.

### Workforce Profile

#### Tables B1 to B3

2.2 The total MOD workforce headcount strength decreased by 2,260 between 1<sup>st</sup> April 08 and the 1<sup>st</sup> April 2009 (excluding employees in the Royal Fleet Auxiliary and Locally Engaged Civilians). The percentage of women and ethnic minorities has remained fairly static, the percentage of staff with a declared disability has increased. Females represent 36.6% of the workforce, a 0.2 percentage point increase since 1<sup>st</sup> April 08. Of those staff with a known ethnicity (currently 84.7%), the percentage of ethnic minorities remains at 3.1%. Of those staff with a known disability status (currently 78.2%), 6.3% declared themselves as disabled, a 0.8 percentage point increase since 1<sup>st</sup> April 08.

### Recruitment and Selection

#### Tables B 7 to B11

2.3 Recruitment has been limited due to major re-organisational changes which affect the size and shape of the workforce. Total intake of civilian staff for the 2008/09 FY was 5,080 in comparison to 5,370 in FY 2007/08 and 5,600 in FY 2006/07.

2.4 The percentage intake of women, ethnic minorities and staff with a declared disability has shown an increase compared with the 2008/09 intake<sup>1</sup>. Of the total declared civilian 2008/09 intake, 43.9% were female (39.6% in 2007/08), 4.9% were ethnic minorities (5.4% in 2007/08) and 1.6% had declared a disability (0.8% in 2007/08).

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<sup>1</sup> The percentage of new recruits with an undeclared ethnicity has fallen from 42.2% in 2007/08 to 28.3% in 2008/09. If ethnic minority staff are less (or more) likely to record their ethnicity than white staff, then the percentages above will under (or over) estimate the actual representation of ethnic minority staff in the workforce. It is also worth noting that 18.1% of new entrants in 2008/09 had an unknown disability status compared to 12.3% in 2007/08.

## Exits

### Table B 17

2.5 The total (headcount) number of staff leaving the department during 2008/09 was 7,180 equating to a turn-over of 13.3% of the average MOD strength.

2.6 Of those with a declared status that left, 38.7% were female (36.1% in 2007/08) and higher than their representation in the MOD (36.6%), 3.9% were ethnic minority (2.8% in 2007/08) and higher than their representation in the MOD (3.2%) and 6.6% were disabled (6.8% in 2007/08), slightly higher than their representation in the MOD (6.3%).

## Promotion and Progression

### Senior Civil Service Assessment Centre

2.7 A new assessment centre process was introduced during the reporting period to help identify and select Band B staff with the potential for promotion into the Senior Civil Service. The process consists of psychometric testing, competence based interview, group exercise, role play, in-tray exercise and presentation. During the reporting period 12 applicants were awarded promotion passports consisting of 9 males (75%) and 3 females (25%).

### Band B Assessment Centre

2.8 In June 2008, a total of 710 people applied to attend the Band B Assessment Centre (AC), with 660 attending the sift stage. 180 people were sifted in, 8 candidates withdrew and 1 entered from the previous years sift, therefore 170 attended the AC. 100 candidates (60%) passed the AC, 90 (77%) passed last year.

## Figures B1 to B3

### Gender

2.9 Sift Stage - The sift population by gender closely reflected their proportions at C1 and B2 pay grade. Of the 660 candidates attending the sift, female staff achieved an identical pass rate (of 27%) to male staff.

2.10 Assessment Centre - Of the 170 candidates attending the AC, female staff achieved a pass rate of 50% compared to the overall pass rate of 60%.

### Ethnicity

2.11 Sift Stage - Of the 660 candidates attending the sift, 70 candidates had an undeclared ethnicity. Staff who had declared themselves as ethnic minority achieved a pass rate of 29% which exceeded the overall rate of 27%. Those who did not declare their ethnic origin achieved a pass rate of 21%

2.12 Assessment Centre - Of the 170 candidates attending the AC, 20 had an undeclared ethnicity. Of those with a known ethnicity, 5 candidates declared

themselves as ethnic minority and therefore no pass rate has been calculated due to the rounding up to the nearest 10 for data protection purposes.

## Disability

2.13 Sift Stage - Of the 660 candidates attending the sift 130 candidates had an undeclared disability status. Staff who declared themselves as disabled achieved a pass rate of 19% compared to an overall pass rate of 27%.

2.14 Assessment Centre - Of the 170 candidates attending the AC 40 candidates had an undeclared disability status. Of those with a known disability status, less than 5 candidates declared themselves as disabled and therefore no pass rate has been calculated.

## Age

2.15 Sift Stage- The highest concentrations of attendees at sift were in the 35-49 age range, which accounted for 435 of the 660 candidates (66%) similar to the last two years. The highest concentrations of passes fell in the 30-44 age range, 120 of the 180 passes (68%). The most successful age range was 25-29, with 62% passing. The least successful age range was 55+, with 7% passing. The table clearly shows that pass rates decrease as age increases.

2.16 Assessment Centre - Of the 170 candidates, 100 passed with a success rate of 60 % percent. The most successful age ranges were 25-29 and 30-34, with success rates of 94% percent and 71% percent. Fast Stream and MIDIT candidates have the highest success rates and occupy the younger gge ranges.

## Band D Assessment Centre

2.17 Between 1<sup>st</sup> April 2008 and 31<sup>st</sup> March 2009 a total of 3,345 people applied to the Assessment Centre, representing 24% of the total non-industrial band D strength. 295 withdrew after submitting an application form, resulting in 3,050 employees going forward to the sift process. Of these, 700 were sifted in, providing a sift pass rate of 23 percent. 15 candidates subsequently withdrew and did not attend the Assessment Centre. A further 25 candidates had an automatic pass so were also sifted in. As a consequence, 710 candidates attended the Assessment Centre of which 440 candidates passed, resulting in an AC pass rate of 62 percent.

## Figures B4 to B6

### Gender

2.18 Sift Stage – Female staff attending the sift achieved a pass rate of 26% compared to the overall pass rate of 23%.

2.19 Assessment Centre - Of the 710 candidates attending the AC, female staff achieved a pass rate of 63% compared to the overall pass rate of 62%.

## Ethnicity

2.20 Sift Stage - Of the 3,050 candidates attending the sift 325 candidates had an undeclared ethnicity. Staff who had declared themselves as ethnic minority achieved a pass rate of 15% compared to an overall pass rate of 23%.

2.21 Assessment Centre - Of those with a known ethnicity, 3% (15) were ethnic minority with 5 passing the AC. From the remaining 70 candidates with an undeclared ethnic origin, 50 passed the AC with a pass rate of 69%. This compares against the overall pass rate of 62%.

2.22 Ethnic minority candidates had a lower percentage pass rate than both White and Unknown candidates.

## Disability

2.23 Sift Stage - Of the 3,050 candidates attending the sift 625 candidates had an undeclared disability status. Staff who had declared themselves as disabled achieved a pass rate of 29% compared to the overall pass rate of 23%.

2.24 Assessment Centre - Of the 710 candidates attending the AC 105 candidates had an undeclared disability status. Staff who had declared themselves as disabled achieved a pass rate of 42% compared to an overall pass rate of 62%.

## Age

2.25 Sift Stage - The youngest age bands (21-25, 26-30, 31-35) were the most successful with pass rates of 28, 33 and 39 percent compared with an average pass rate of 23 percent. Personnel aged 41 and over had the lowest success rates with 17 percent passing the sift programme.

2.26 Assessment Centre - The youngest age bands were also the most successful with pass rates of 63, 66 and 67 percent, along with personnel in the age band 41-45 who also achieved a pass rate of 63 percent. The average pass rate was 62 percent in comparison to 77 percent during 07/08.

## Equal Pay

2.27 MOD concluded an equal pay audit for non industrial civilian staff in 2008 which determined that there was no direct discrimination in the MOD pay system. The audit informed the 2008 pay award. The Department has a three year pay award until 31 July 2011 under which it is continuing to reduce the length of its pay scales. Under the 2008 award, MOD's gender pay gaps are within EHRC guidelines for every pay band.

**Performance Appraisal** (Source: DASA reports Performance Management, Performance Pay 2007 – 08 industrial and non industrial)

2.28 MOD has for the last six years used non-consolidated variable pay to recognise performance. 50,500 non-industrial staff were eligible for consideration;

97% received a Performance Award (and higher), 24% a Higher Award (and higher) and 6% a Top Award. 49,080 non-industrial staff received an Overall Evaluation of Performance of B - or higher (97% of those eligible). 80 staff did not receive a performance award due to Restoring Efficiency procedures (unsatisfactory performance).

2.29 11,920 industrial staff were eligible for inclusion; 98% received a Performance Award (and higher), 69% a Higher Award (and higher) and 15% a Top Award. 11,440 industrial staff received an Overall Evaluation of Performance of B- or higher (96% of those eligible). 20 staff did not receive a performance award due to Restoring Efficiency procedures (unsatisfactory performance).

## Gender

2.30 Among non-industrial staff, females received higher percentages of the Higher Award (and higher) and Top Awards than their male colleagues.

2.31 Among industrial staff, the allocation of Performance Awards between males and females was broadly equitable.

2.32 Of these female non-industrial staff that received a bonus, 72% received a Performance Award bonus, 20% received a Higher Award and 7% received a Top Award. Of those male staff that received a performance award 77% received a Performance Award, 17% received a Higher Award and 6% received a Top Award.

2.33 Of these female industrial staff that received a performance award, 31% received a Performance Award, 52% received a Higher Award and 17% received a Top Award. Of those male staff that received a performance award 29% received a Performance Award, 56% received a Higher Award and 15% received a Top Award.

## Ethnicity

2.34 Of the ethnic minority non-industrial staff that received a performance award, 81% received a Performance Award, 15% received a Higher Award and 4% received a Top Award. Of those white staff that received a performance award 75% received a Performance Award, 19% received a Higher Award and 7% received a Top Award.

2.35 Of the industrial ethnic minority staff that received a performance award, 31% received a Performance Award, 56% received a Higher Award and 13% received a Top Award. Of those white staff that received a performance award 28% received a Performance Award, 55% received a Higher Award and 16% received a Top Award.

## Disability

2.36 95% of disabled non-industrial staff received a performance award compared to 97% of non-disabled staff. Of these disabled staff that received a performance award, 81% received a Performance Award, 14% received a Higher Award and 5% received a Top Award. Of those non-disabled staff that received a performance award 75% received a Performance Award, 19% received a Higher Award and 7% received a Top Award.

2.37 Of the industrial disabled staff that received a performance award, 38% received a performance Award, 48% received a Higher Award and 14% received a Top Award. Of those non-disabled staff that received a performance award 29% received a Performance Award, 55% received a Higher Award and 16% received a Top Award.

## Progress Against Diversity Targets

### Table B12 to B14

2.38 Females represent 16.1% of the SCS against a target of 15%; 22.2% of Band B staff against a target of 21% and 38.9% of Band D staff against a target of 50%. Despite the percentage of females at Band D falling below the target, female representation at Band D has increased since 2008.

2.39 The MOD is below its targets for the proportion of ethnic minorities within the SCS, Band B and Band D. The percentage of ethnic minorities within the SCS has not changed since last year and the numbers are too small to report on (current target is 3.2%). The proportion of ethnic minorities at Band B (2.8%) has shown a year on year increase but is below the target of 4.5%. The percentage of ethnic minorities at Band D is below the target of 4.5% and has fallen from 3.2% to 3.0% between 2008 and 2009.

2.40 The total percentage of staff with a declared disability within the department has increased to 6.3%. The percentage of disabled staff within the SCS (5.6%) and at Band D (7.5%) exceeds the targets. The percentage of disabled staff at Band B (4.5%) falls short of the 5% target.

## Diversity Declaration

Total Staff – 76,055		
	% chose not to declare	% no record
Ethnic Origin	3.9%	10.1%
Ethnic Identity	6.6%	7.0%
Disability	18.5%	3.3%
Religion / Belief	15.3%	35.1%
Gender Status	0.0%	0.0%

Declaration Rates as at 01/04/09 by Diversity Strand Source: DASA (Quad-Service)

## Development Schemes

### Fast Stream

2.41 As of April 2009 the programme comprised 140 participants, consisting of 52% males and 48% females, of whom 8% declared themselves as an ethnic minority and 7% as disabled (data does not include staff where there is no Human Resources Management System (HRMS) record).

### Means of Identifying & Developing Internal Talent (MIDIT) Programme

2.42 The programme currently has 240 participants. At 30<sup>th</sup> April 2009 the male to female ratio on the MIDIT programme was 52% to 48%, of whom 8% declared themselves as an ethnic minority and 7% as disabled (data does not include staff where there is no HRMS record).

## Harassment, Grievances and Discipline

### Table B15 to B16

2.43 In 2008/09 there were a total of 1,110 discipline cases within the MOD. From the 1,110 cases identified, 33.8% were females who accounted for 36.5% of the overall average MOD strength, and 66.2% were males who represented 63.5% of the overall average MOD strength. Of the known ethnicity status, 94.6% of cases were of a white ethnicity (96.8% of the average MOD strength) and 5.4% were ethnic minorities (3.2% of the average MOD strength). Of the known disability status, 87.6% of cases were non-disabled (94.1% of the average MOD strength) and 12.4% were disabled (5.9% of the average MOD strength).

2.44 In 2008/09 there were a total of 300 grievance and harassment cases within the MOD. From the 300 cases identified, 36.7% were made by females who account for 36.5% of the overall average MOD strength, and 63.3% were made by males who represent 63.5% of the overall average MOD strength. Of the known ethnicity status, 96% of cases were made by a person of white ethnicity (96.8% of the average MOD strength) and 4% were made by a person of an ethnic minority (3.2% of the average MOD strength). Of the known disability status, 87% of cases were made by a non-disabled person (94.1% of the average MOD strength) and 12.4% were made by a disabled person (5.9% of the average MOD strength).

## Employment Monitoring: Ministry of Defence Police

All the tables and figures referred to in this section are at Annex C

### Workforce Profile

#### Tables C1 to C6

3.1 There has been no significant change to the percentage of women, ethnic minorities and people with disabilities who make up the Ministry of Defence Police (MDP) in the last year. Although the number of female officers increased over the year, the general increase in the size of the Force means the proportion of women has only increased from 10.0% to 10.2% female. Similarly, the increase in overall numbers leave the proportion of ethnic minority officers at 1.5% (of those who have declared), compared with a figure at 1 April 2008 of 1.4%. A significant increase in the number of officers who declared their disability status has given a more accurate picture of the proportion of MDP officers who have a disability. At 1 April 2008, only 2.4% of those who had made a declaration (just 47.8% of officers) stated that they had a disability; at 1 April 2009 76.3% of officers had made a declaration and 3.5% of those who had declared state that they have a disability.

### Recruitment and Intake

#### Tables C7 to C8

3.2 MDP recruitment follows a process (SEARCH™) used nationally in the police service. This involves completion of an application pack which includes a Competency Based Questionnaire (CBQ), and if successful, attendance at an assessment centre. If candidates successfully complete both stages, pass medical, fitness and firearms assessments and all security checks they are offered an appointment.

3.3 Table C7 shows the passage of applicants who took part in recruitment processes held during 2008/09. This table does not include details of anyone who took part in an earlier recruitment process but who was actually appointed in 2008/09 nor does it include officers who transferred in to the MDP from other police forces during 2008/09. Table C8 shows the total intake of MDP officers in 2008/09.

### Race

3.4 Despite attending several ethnic minority targeted recruitment fairs and committing a substantial proportion of the MDP's overall recruitment advertising budget on targeted advertising, the MDP continues to fail to attract significant numbers of ethnic minority applicants.

3.5 Developing more effective and longer term relationships with ethnic minority communities was identified as a possible solution and it had been intended to set up a Positive Action Team to take this forward. However, changes to the MDP's

recruiting expectations and budgetary restrictions affecting all of MOD meant this initiative had to be shelved.

3.6 The proportion of ethnic minority applicants was significantly lower at 4.1% in 2008/09 compared with 14.6% in 2007/08. It is notable that there has been a huge increase in the number of applicants who have not given information on their ethnicity and this may be a contributory factor in this reduced figure.

### Disability

3.7 In common with practice across the police service, the MDP requires applicants to be able to achieve nationally agreed fitness and medical standards. Given the requirement for MDP officers to be armed, these standards are necessarily testing. The MDP recognises the possibility that the standards may prevent some disabled candidates from joining and regularly reviews them to ensure they continue to be absolutely necessary. Some reasonable adjustments can be made to the recruitment process, which is “owned” by the National Police Improvement Agency, most notably for candidates with dyslexia. Nevertheless, very few applicants declare a disability – less than five applicants in 2008/09 did so – as was the case in 2007/08.

### Gender

3.8 Despite targeted advertising aimed at women including campaigns in women’s magazines the MDP still failed to attract significant numbers of female applicants – only 15.7% of applications were from women compared to 16.7% in 2007/08.

## Promotion and Progression

### Tables C9 to C12

3.9 The MDP promotion processes vary according to the rank to which promotion is sought. Promotion to the rank of Sergeant or Inspector involves sitting and passing an examination, attending a promotion assessment centre (PAC) and an interview. Promotion to Chief Inspector and above comprises a paper sift and, for successful candidates, an interview. In all promotion processes, candidates must be successful at each stage in order to be qualified for promotion to the next rank.

### Race and Disability

3.10 There continues to be evidence that neither ethnicity nor disability deters MDP officers from applying for promotion. The percentage of applicants for promotion who had identified themselves as being from a minority ethnic group or declared a disability was in both cases at or above the percentage of ethnic minority or disabled officers in the MDP. It is less easy to determine whether success rates for ethnic minority or disabled candidates are proportionate since the small number of candidates makes statistical comparisons unreliable.

## Gender

### **Inspector and below**

3.11 A greater proportion of female MDP officers applied for promotion compared with their male counterparts this year. 9.3% of female Constables applied to take the examination for promotion to Sergeant, compared with 6.3% of male Constables. For promotion from Sergeant to Inspector, 16.0% of female Sergeants applied compared with 5.1% of male Sergeants. Pass rates for the Sergeant's examination were broadly similar for men and women – 31.3% of male candidates passed compared with 33.3% of female candidates. Pass rates for the Inspector's examination were identical, with 37.5% of both men and women succeeding.

3.12 Candidates who pass the promotion examinations may apply to take part in a promotion assessment centre up to two years after passing the examination. This year 50.0% of female applicants passed the Constable to Sergeant assessment centre compared with 39.7% of male applicants and 57.1% of female applicants passed the Sergeant to Inspector assessment centre compared with 40.4% of male applicants. Again, this continues a trend for female officers to have a higher success rate at Promotion Assessment Centres.

3.13 Finally, candidates who pass the promotion assessment centre are then required to attend an interview. This year 60.0% of female applicants passed the interview for Constable to Sergeant, to become qualified for promotion to the next rank, compared to 45.9% of male applicants. 25.0% of female applicants passed the interview for Sergeant to Inspector, to become qualified for promotion to the next rank, compared to 34.4% of male applicants.

### **Inspector and above**

3.14 This year 50.0% of women at Inspector rank applied to be considered for promotion to Chief Inspector, compared with 37.8% of male Inspectors. Whilst the female pass rate at the paper sift stage (60%) was higher than that for male officers (41.5%) the numbers of female applications were not sufficiently high for the statistics to be considered valid. For promotion to Superintendent, 20.0% of female Chief Inspectors applied for promotion compared with 44.3% of male Chief Inspectors. No female Chief Inspectors were successful at the sift for promotion to Superintendent rank and therefore none were interviewed.

3.15 Candidates who are successful at the paper sift stage for Inspector to Chief Inspector and Chief Inspector to Superintendent are required to attend an interview. This year 33.3% of female applicants passed the interview for Inspector to Chief Inspector, to become qualified for promotion to the next rank, compared to 45.4% of male applicants. However, the numbers of female applicants were comparatively low; therefore the percentages may not be statistically valid.

## **Training and Development**

### **Table C13**

3.16 A great deal of work has gone into including police training courses on the MOD's Human Resource Management System (HRMS) enabling the MDP to better track applications for and take up of training. Only partial records exist for 2008/09 because the work to include MDP training on HRMS was being carried out during the year.

### **Performance Appraisal**

3.17 The only benefit MDP officers receive as a result of performance assessment is a Competence Related Threshold Payment (CRTP). Although a central record has been kept within the Agency of CRTP awards it is currently only possible to provide information on the receipt of such awards by gender for which there is no evidence of any disproportionality. The MDP is looking at ways of gathering more detailed monitoring data manually.

3.18 The only apparent detriment a MDP officer might suffer as a result of performance assessment would be dismissal because of unsatisfactory performance. No MDP officers were dismissed on performance grounds in 2008/09.

### **Harassment/ Grievance and Discipline**

#### **Table C14**

3.19 The MDP harassment complaints procedures mirror, as far as possible, the arrangements for other MOD staff, whilst being consistent with the national police misconduct arrangements which apply to MDP officers. Monitoring of formal harassment complaints is carried out by the MDP Professional Standards Department. During 2008/09 the MDP recorded 5 harassment complaints, of which 1 related to disability. None were related to race or gender.

3.20 At 31 March 2009 the MDP had 24 open Grievance cases, of which 1 related specifically to disability. None were related to race or gender.

3.21 All MDP misconduct cases are investigated by the MDP Professional Standards Department. During 2008/09 there were 85 cases involving 118 MDP officers. 8.3% of these officers were female compared to 91.7% male officers and out of those who declared their ethnicity 4.2% were ethnic minorities. Due to the data monitoring processes used by the MDP Professional Standards Department it is not possible to identify the disability status of the officers involved in the cases.

## Exits

### Table C15 to C16

#### Race

3.22 Less than five ethnic minority officers left the MDP for any reason, including resignation with or without pension, age retirement, ill health and other retirement, dismissal or death in service, during 2008/09. A key indicator would be resignation without pension since this represents the major source of unplanned exits. However, the overall numbers of ethnic minority officers remain at a low level, making comparisons between resignation without pension rates between ethnic minority officers and their white counterparts statistically unsound. However, exit questionnaires and interviews have not indicated any race related reasons for resignations.

#### Disability

3.23 During 2008/09 4.8% of officers who had declared a disability left the MDP for any reason. Less than five officers who had declared a disability left the MDP through resignation without pension. The overall number of officers who have declared a disability remains at a low level, making comparisons between resignation without pension rates between them and their non-disabled counterparts statistically unsound. However, exit questionnaires and interviews have not indicated any disability related reasons for resignations.

#### Gender

3.24 Resignations without pension by female officers represented 2.9% of the female officers in the MDP on 1 April 2008. By comparison, the resignation rate for male officers was 2.5%. The female resignation rate compares favourably with that in 2007/08 (4.8%) and sees a return to the position in previous years when resignation rates had been broadly similar for men and women. Exit questionnaires and interviews do not reveal any particular gender based reasons for resignations.

# Promoting Diversity

## Promoting Diversity: Armed Forces:

4.1 The Armed Forces have continued to develop a range of initiatives to promote equality and diversity building on the substantial body of work undertaken in this area over the past ten years.

### Gender

#### Recruitment and Employment of Women

4.2 The Armed Forces continue to undertake initiatives to encourage more women to join. These include using positive female role models in career publications and advertising, such as featuring Servicewomen who are successful sportswomen. Females are also being encouraged to consider technical and engineering careers to improve the current under-representation of women in these branches and trades. Awareness is also raised of the benefits of a career in the Armed Forces in terms of opportunities for training and the attainment of professional qualifications.

#### Participation in International Organisations

4.3 The UK is represented on the NATO Committee on Gender Perspectives (formerly the Committee on Women in the NATO Forces) which advises the NATO leadership and member nations on gender related issues, including the implementation of relevant United National Security Council Resolutions. The Committee promotes gender mainstreaming as a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies, programmes and military operations.

#### Preventing Sexual Harassment

4.4 Since 2005, the Armed Forces have worked closely with the Equal Opportunities Commission (EOC) and its successor, the Equality and Human Rights Commission (EHRC) on a programme of action to prevent and deal effectively with sexual harassment. In July 2008 the EHRC confirmed that it was satisfied with the progress that the Armed Forces were making in tackling sexual harassment, while noting that there was still work to be done to effect a real change in attitudes and culture. In February 2009, the Ministry of Defence entered into a Partnership Agreement with the Commission to take this work forward.

### Disability

4.5 The Armed Forces are exempt from the employment provisions of the Disability Discrimination Act 1995. This exemption was secured because all Armed Forces' personnel need to be combat effective in order to meet a world-wide liability

to deploy, and to ensure that military health and fitness remain matters for MOD ministers based on military advice, not for the courts.

## **Sexual Orientation**

4.6 Sexual orientation is regarded as a private life matter. The Armed Forces aim to provide Service personnel who choose to disclose their sexual orientation with the opportunity to do so without risk, discrimination or harassment. In October 2008, a conference was held for Armed Forces gay, lesbian, bisexual and transgender personnel to provide a channel to discuss issues of interest and to provide an update on equality and diversity programmes and initiatives.

## **Race**

4.7 All three Services participated in Business in the Community's Race for Opportunity's (RFO) annual benchmarking report for 2009. The Army finished in the top five public sector organisations for its race-related policies and practices.

## **Recruitment**

4.8 The Armed Forces aim to become more representative of UK society and to ensure that no one is deterred from joining the Services because they fear they would not be treated fairly. The Services continue to engage in a wide range of outreach and recruiting activities with particular emphasis on high ethnic minority population areas, especially Greater London. These activities are undertaken at local level by dedicated recruitment teams or by Service establishments based in or near the community. The Armed Forces remain committed to removing any real or perceived barriers which might prevent people from ethnic minorities from considering a Service career.

4.9 The Armed Forces have established Ethnic Minority Recruiting Teams in areas with large ethnic minority populations aimed at promoting Service careers. They are engaged in numerous and varied initiatives to encourage more young people from ethnic minority backgrounds to join the Armed Forces. These include forming new Community Partnerships, holding Personal Development Courses for schools and community groups, and holding open days and visits to Service establishments. The Royal Navy's Diversity Action Team gives presentations in schools, colleges and to community groups, organises five-day Personal Development Courses, attends careers, and cultural and religious festivals and events and engages potential recruits and their gatekeepers. The Army's Diversity Action Recruiting Team (DART) provides role models to young people from ethnic minority backgrounds at recruiting events throughout the country. Within DART there are Community Liaison Officers who engage with and develop relationships with 'influencers' in minority communities in their respective regions. The RAF's Motivational Outreach Team is augmented by Careers Liaison Officers, Community Careers Liaison Officers and a network of Youth Activity Liaison Officers across the UK. They participate in schools' careers conventions, festivals and sporting events, and visit to youth organisations and ATC/CCF squadrons. They also arrange visits for young people from ethnic minorities to RAF stations.

## Religion

4.10 The Armed Forces continue to work hard to engage with religious minority communities to raise awareness of Armed Forces' careers and improve representation. The Services place a great deal of importance on the spiritual development of Service personnel and encourage people from all faiths to practice their religious observances. The Armed Forces have appointed religious leaders from the Buddhist, Hindu, Jewish, Muslim and Sikh faiths to act as advisers on matters of religious requirements. The first Civilian Chaplains from the Buddhist, Hindu, Muslim and Sikh faiths were appointed in 2005.

## Age

4.11 The Government has accepted the need for the Armed Forces to retain age-based policies. These are permitted in the EC Employment Directive 2000 which allows Member States to provide that the Directive, insofar as it relates to discrimination on the grounds of age, shall not apply to service in the Armed Forces.

## Promoting Diversity: Civil Service

### Diversity Events

5.1 In September 2008 for the first time, we held a dedicated week of events and activities across the MOD focussed on promoting diversity issues with the theme “What’s in it for me?” All business areas including Trading Funds had an opportunity to be involved. During the week staff were challenged to discover “What’s in it for me?”. Success was demonstrated across all diversity strands by the increased diversity declaration rates.

5.2 The events were aimed to promote equality of opportunity, to improve HRMS self-declaration (ethnic origin, religion, sexual orientation, etc), to raise awareness of Diversity Focus Groups (e.g. MOD Women; MOD Disability Networks; Lesbian, Gay, Bisexual and Transgender Forum), and to explain the business benefits of having a diverse workforce. In support, the Civilian Diversity Team produced a series of 2 Minute Guides which provided a quick easy to read overview of our policies (e.g. Flexible Working and Reasonable Adjustments) and further information about diversity networks and diversity declaration, with internet links to find out more. Below are some examples of events held across the Department.

5.3 DSTL: (Defence Science & Technology Laboratory). At the MOD Head Office event’ DSTL gave a presentation on how they had met a challenging Management Board objective to enable staff to realise their full potential and not to restrict creativity by rigid working time policies. The speaker explained that they had met this challenge by offering a range of flexible working patterns to all their staff, regardless of their personal circumstances.

5.4 Fleet: Over 150 attended a joint Civilian and Armed Forces event at HM Naval Base, Portsmouth. The aim of the day was to raise general awareness of diversity topics aimed at both military and civilian staff, including promoting equality of opportunity, the importance of self-declaration on HRMS, the availability of staff networks and diversity groups and to promote the Disability Toolkit for Line Managers. Union information was also provided and presentations were well attended. One speaker gave his personal insight into coping with Aspergers Syndrome, how he’d gained the support of his team in order to work to his strengths and fulfil his potential. His disability has given him an outstanding ability with numbers and figures, which was an asset as he worked in a finance office.

5.5 Land Forces: Although no structured events were held, Land Forces promoted the diversity message through Messages of the Day, websites and posters, all of which were designed to encourage self declaration and publicise the existence of the “2 Minute Guides” and their disability networks.

5.6 Air Command: Air Command held local events across the Command; one event at the HQ was a “Corridor Party” where individuals brought in food from different cultures for everyone to try. Dishes from twenty nationalities were identified and made for a tasty lunch!

5.7 Defence Equipment & Support (DE&S): A series of events were held across DE&S sites to promote E&D; this included representation from external organisations as well as internal networks. The Abbey Wood disability network Contact-Ability hosted a disability event.

#### Diversity Networks – Reports from Top Level Budget (TLB) Areas, Agencies and Trading Funds

5.8 Land Forces: Land Forces have several Disability Forums/Networks including the HQ Land Forces Disability Network Forum, the RAF Benson Disability Network, the Scotland Network and the Catterick/York Network. Of particular note, the HQ Land Forces Disability Network Forum were consulted as part of the “Hyperion” project, they helped ensure that the refurbishment of the buildings at the new Headquarters Land Forces location of Andover complied with the Disability Discrimination Act (DDA) and assisted with the Equality & Diversity Impact Assessment of the project.

5.9 Fleet: The Portsmouth Women’s Network has re-branded itself to ‘PWN’ to eliminate the perception of it simply being a ‘women’s group’ and has gone from strength to strength. Membership has increased by 50% and it is taking on a far more strategic role whilst remaining a network which offers the support and guidance that members require.

5.10 Disability Action Forum (DAF). The DAF meetings are held quarterly and offer staff an opportunity to raise disability issues in a safe environment. Members are kept informed of current issues by feedback from a representative at the Disability Steering Committee (DSC) and the Assistant Equality & Diversity Officer (EDO), who also reports on items of interest gained from the Corporate Diversity Team.

5.11 Air Cmd: RAF Disability Network – Air Command is working to re-energise the RAF Disability Network. A poster is being designed to be sent out under a covering letter from Deputy Command Secretary (Resources) (DCS Res) to station commanders requesting they advertise it as well as being sent to our Equality & Diversity Focal Point (EDFP) Network for dissemination. It will be an autonomous self-help network run by disabled staff and their Line Manager for the benefit of disabled staff and their Line Managers across the Command.

5.12 Air Command continues to have active engagement with the Diversity Focus Groups with representation on the MOD Women’s Network, Diversity Champions Panel, Ethnic Minority and Disability Steering Committees. Within Air Command the Ethnic Minority Network continues to flourish representing the views and concerns of the Black and Minority Ethnic (BAME) community to management as well as providing a self-supporting mechanism for colleagues

#### External Involvement – Reports from TLBs, Agencies and Trading Funds

5.13 CentreTLB: reported that the Defence Vetting Agency (DVA) signed up to begin working towards achieving the Investor in Diversity (IID) Standard which is a business improvement initiative on similar lines to IIP where organisations have to

demonstrate that they meet all the criteria in a Standard of good practices. They are expected to have a full assessment in December 2009.

5.14 Fleet: Multi-cultural Link Group. Work with the local Ethnic Minority (EM) community continues. The Navy Command A/EDO has recently been elected as Chair of the Multi-cultural Link Group (MCLG) which is an external group that includes members from all EM communities together with local Service Providers such as Portsmouth City Council, Portsmouth Hospitals, Hampshire Fire and Rescue, Portsmouth Race Equality Network Organisation (PRENO) etc. Current issues involving Ethnic Minorities are raised and an opportunity is given for an exchange of information from group members. The MCLG enables involvement in Outreach activities with local Ethnic Minority groups.

5.15 During this reporting period, 3 disabled people were given work placements from an external training agency which aims to get people back to work. As well as being mentored and encouraged by the volunteer line-manager, they also took the opportunity to attend courses including the Interviewing Skills course as a candidate. One was subsequently offered a paid, 12 month casual contract within the office he was originally allocated to.

5.16 Defence Estates (DE): In May, the Disabled Ramblers Group (DRG) contacted DE to see if it would be feasible to set up an event that would challenge a select group of its members to push themselves to their limits in terms of countryside access. Staff from DE Operations South Access and Recreation Team (ART) worked closely with the DRG in formulating the Imber Path Challenge on Salisbury Plain. As a result of this challenge, DE now have the full support and backing of a growing user group in countryside access. The DRG have now come forward as a partner in future disability access issues across the wider MOD estate – effectively offering a free disability access consultancy to DE. The event has also given ART a much greater appreciation of disability issues. ART has subsequently been involved in a number of other projects across the MOD estate relating to disabled access.

## Benchmarking

5.17 MOD achieved a Gold Standard in the 2008 Race for Opportunity (RfO) benchmarking exercise and was listed in the top ten public sector perFormers. But whilst it is good to know that we are comparing well with other organisations, there is no room for complacency. Ethnic minority staff are still underrepresented in the workforce compared to the society we serve. There is clearly still a lot of work to be done.

5.18 We were also ranked 115<sup>th</sup> overall in the Stonewall Index 2009, who unlike the RfO do not differentiate between the private or public sector. MOD also scored Silver in the Opportunity Now Awards.

## Educational Outreach including reports from TLBs, Agencies and Trading Funds

5.19 This year saw the 7<sup>th</sup> year of the MOD's Educational Outreach Programme which has provided learning and development opportunities across a number of Inner London Further Education Colleges based both in the classroom and at the

MOD Headquarters in London. Annually over 2,500 students are supported with both their studies and personal development all geared to building their employability skills so essential in the 21<sup>st</sup> century. Many of the linked colleges have diversity in excess of 65%, with over 100 nationalities and languages present, and located in some of the most deprived areas of the UK.

5.20 The programme is supported by a very strong mentoring programme with nearly 40 MOD colleagues, both military and civilian, giving a little of their time, thus upholding the strong MOD volunteering ethos. This past year has seen the programme expanded to the Midlands and students from colleges in the Midlands, and the North-East of England have visited MOD Headquarters. The programme was also exhibited at the inaugural Civil Service Live Exhibition with a lot of interest from OGDs leading to the delivery of lunchtime talks to departments on why MOD runs a unique programme such as this. Feedback indicates that the programme really assists students embarking on their careers. We have heard of mentored students attaining success at university and obtaining their first career post.

5.21 CTLB: A number of staff participated in the MOD Education Outreach Programme acting as mentors for the student which in turn improved their core competences skills. With positive feedback from mentors and those being mentored being received.

5.22 Fleet: Fleet continue to take an active part in local school's events including conducting 'Mock Interviews' for year 11 students and 'Skills For Life Day' for year 9 students.

5.23 Air Cmd: Work Placements for Students – The HR Business Partner implemented a Work Placement Scheme with local schools via our preferred partner, Buckinghamshire Education Business Partnership (BEBP) for students aged 14 to 16 years of age at the Headquarters Air Command. HR Business Partner has received good feedback from all stakeholders and has received a Certificate of Appreciation from BEBP in recognition of the standard of the work placement offered.

## Surveys

5.24 In February MOD Civilian staff were invited to participate in a pilot Civil Service survey "Your Say 2009" where staff were asked 'what it's like working for the MOD' – "MOD Your Say 2009". The MOD's results will be compared to OGDs who also participated in the pilot, with the overall aim of improving what its like to work in Government. Results will be published in mid-April and action planning from these will take place during May/June 2009.

## **Promoting Diversity: Ministry of Defence Police**

6.1 The most significant work in year was the establishment of a baseline against which the MDP can measure future progress, using the Diversity Excellence Model™. The Model is owned by the National School for Government and has been used by many public sector organisations. A team of internal assessors was trained and carried out the first assessment over the winter of 2008. The Model examines the “enablers” which an organisation relies on to deliver on diversity: leadership, people, policy & strategy and partnership & resources and data on results for people, customers, society and Key Performance Indicators. The total score for the Agency was 355 (out of a maximum of 900) points, one of the highest scores achieved by any of the organisations which has used the Model.

6.2 The Chief Constable/Chief Executive as the Agency’s diversity champion gives visible top level commitment and ensures that diversity is fully considered in planning and decision-making on both service delivery and employment issues. Diversity work is overseen by a Diversity Programme Board with broad representation from Agency departments, the trades unions and the Agency’s support groups for women, ethnic minorities, disabled staff and Lesbian, Gay or Bisexual (LGB) staff. The Agency’s Diversity Strategy includes six strategic goals, representing the key areas in which it needs to succeed. These goals underpin a Diversity Action Plan, against which there has been good progress in the year. Key achievements under each goal include:

### **Our workforce and workplace**

6.3 Agency training staff have identified multi-faith facilities, offering space for prayer or meditation for all religious groups, at the sites where they offer local training and include details of these in course joining instructions. The Agency, uniquely in MOD, offers trained harassment Contact Officers, who can advise and support those involved in harassment complaints. More were trained to improve the accessibility of this service and two “specialist” Contact Officers, for ethnic minority and LGB staff were introduced.

### **Our customers and our accessibility**

6.4 A review of all MDPGA premises was completed to ensure that they had been taken into account in establishment access audits. Where accessibility issues with the accommodation allocated to the MDP were identified, MDP staff are working with Heads of Establishments to rectify these. MDP Unit Beat Officers have engaged with community groups working on issues such as hate crime, community cohesion and domestic violence and have targeted some activities to meet specific minority group needs, such as briefings on UK law for Fijian Service personnel and their families.

### **Our reputation and communication**

6.5 The Agency continued to benchmark its work against other organisations. In the Opportunity Now benchmarking exercise the Agency achieved their Gold Standard and had its Diversity Action Plan cited as an example of best practice.

Chief Superintendent Wendy Benson, South East Divisional Commander also won the Opportunity Now Gender Champion Award. The Agency again featured as a “top 100” organisation in the Stonewall Workplace Equality Index.

### **Our cohesion and education**

6.6 The Agency continued to deliver the acclaimed Springboard women’s development programme and, for the first time, introduced the companion Navigator men’s development programme. The Agency is one of comparatively few organisations in the UK providing single gender training for men. A comprehensive diversity briefing pack was produced which brings together key documents on diversity; the pack has been distributed to every member of staff. The Agency also ran a major diversity awareness event at HQ as part of the MOD’s diversity week and other events have been held in individual MDP Divisions.

### **Our management of diversity**

6.7 A key factor influencing the Agency’s ability to identify issues it needs to address is the continuing growth of its minority staff support groups. Two groups – the Disability Support Forum (DSF) and LGB Unite – had their formal launches during the year. DSF has been helping identify what disability awareness training we need and LGB Unite is working with Agency HR staff on attracting more LGB recruits.

6.8 The Agency Support Group for Minority Ethnic Staff (ASME) organised the first ever positive action day for minority ethnic staff in the Agency. The event was described by participants as motivating, useful and a good sign of the Agency’s commitment to race issues.

6.9 The MDPGA Women’s Staff Association (WSA) continues to flourish with membership nearly doubling to 139 full members in the last year. The WSA again organised the Agency’s highly successful annual positive action event for women and has developed a seminar for senior female police officers, worked with the Agency on women’s health issues and provided helpful feedback on issues such as clothing and equipment.

6.10 All of these support groups have developed excellent links with the MOD minority staff focus groups with, for example, the WSA providing inspirational speakers for a number of MOD women’s group meetings and conferences. The groups also link into external networks such as the British Association for Women in Policing, National Black Police Association and the Gay Police Association.

## Progress Against Action Plans: Armed Forces

### ARMED FORCES RACE EQUALITY ACTION PLAN

	OBJECTIVE	ACTION	TIMESCALE	MEASUREABLE OUTPUT/ OUTCOME	PROGRESS
1	To demonstrate progress made against this RES and to ensure relevancy.	Publish annual progress report.  Review scheme.	Annually  April 2011	Progress made towards equality of opportunity for all regardless of race.	Annual report published
2	Increase awareness of the Race Equality Duty across the Armed Forces.	Review current Equality and Diversity Training to ensure specific training in connection with the Race Equality Duty is provided to Service personnel who need to know.	April 2008	Knowledge base of race equality issues and how these arise.  Staff E&D training completed in accordance with mandatory training policy.	Equality and Diversity training reviewed and new programmes being implemented.
3	To increase the number of British ethnic minority recruits in each of the three Services by at least 0.5% above the number of recruits achieved during FY (FY). To continue to make progress towards achieving by 8% representation of total strength in the three Services as a whole by 2013.	Continuous engagement by recruiting teams with potential recruits, key gatekeepers, parents, teachers and community leaders.	Ongoing	Relationships improved, profile raised and the number of ethnic minority recruits increased.	Ethnic minority recruitment goals for 2008/09 were: RN 3.5% Army 4.3%; RAF 3.6%. Ethnic minority recruitment achievement in 2008/09 was: RN 2.1% Army 3.1%; RAF 2.2%. Ethnic minority representation in the Armed Forces has risen substantially in recent years from just over 1% in 1999 and, as at 1 April 2009, stood at 6.5% (Royal Navy 3.3%, Army 9.4% and RAF 2.2%).

	OBJECTIVE	ACTION	TIMESCALE	MEASUREABLE OUTPUT/ OUTCOME	PROGRESS
4	To develop ongoing relationships with key external stakeholders.	<p>Identify key external stakeholders within the community to gain their involvement and seek their views aiming to develop ongoing relationships.</p> <p>Set up partnerships with specific ethnic minority organisations to promote understanding and good relations.</p>	Ongoing	<p>Relationships improved and community involvement increased.</p> <p>A joint framework for addressing issues of cohesion, equality and inclusion will be developed.</p>	The Armed Forces have established Ethnic Minority Recruiting Teams in areas with large ethnic minority populations aimed at promoting Service careers. They are engaged in numerous and varied initiatives to encourage more young people from ethnic minority backgrounds to join the Armed Forces. These include forming new Community Partnerships, holding Personal Development Courses for schools and community groups, and holding open days and visits to Service establishments.
5	To increase community awareness and involvement and do more than just increase potential recruits.	Develop a wide-ranging PR and communications campaign to increase community awareness and involvement.	Ongoing	Community awareness of the Armed Forces will be raised.	The Armed Forces continue to engage in a wide range of outreach and recruiting activities with particular emphasis on high ethnic minority population areas, especially Greater London. These activities are undertaken at local level by dedicated recruitment teams or by Service establishments based in or near the community.

## ARMED FORCES DISABILITY EQUALITY ACTION PLAN

	OBJECTIVE	ACTION	TIMESCALE	MEASUREABLE OUTPUT/ OUTCOME	PROGRESS
1	To demonstrate progress made against this DES and to ensure relevancy.	Publish annual progress report.  Review scheme.	Annually  April 2011	Progress made towards equality of opportunity for all regardless of disability.	Ongoing
2	Increase awareness of the Disability Equality Duty across the Armed Forces.	Review current Equality and Diversity Training to ensure specific training in connection with the Disability Equality Duty is provided to Service personnel who need to know.	April 2008	Knowledge base of disability equality issues and how these arise.  Staff E&D training completed in accordance with mandatory training policy.	Equality and diversity training reviewed and new programmes being implemented.
3	To ensure disabled members of the public visiting our establishments have access to e.g. disabled parking spaces and disabled toilets.	Develop standard operating procedures when holding an event that will not exclude disabled members of the public.	Ongoing	Appropriate facilities will be available for disabled members of the public.	Heads of Establishments responsible for making arrangements to issue appropriate instructions to allow access by disabled people.
4	To ensure disabled members of the public and injured Service personnel are able to contribute to the review, development and implementation of the EDS.	Develop, agree and implement an involvement strategy to review what is already in place and consider whether all groups are being reached.	Ongoing	Members of the public and disabled staff are able to contribute to the review, development and implementation of the EDS.	Completed as part of consultation carried out by Minty and Friend.
5	To ensure that all Service personnel who routinely come into contact with members of the public are aware of differing needs of disabled customers.	Promote disability awareness among personnel who routinely come into contact with the general public.	Ongoing	Disabled members of the public are treated appropriately.	Single Services have taken appropriate action.

## ARMED FORCES GENDER EQUALITY ACTION PLAN

	OBJECTIVE	ACTION	TIMESCALE	MEASUREABLE OUTPUT/ OUTCOME	PROGRESS
1	To demonstrate progress made against this GES and to ensure relevancy.	Publish annual progress report.  Review scheme.	Annually  April 2011	Progress made towards equality of opportunity for all regardless of gender.	Ongoing
2	Increase awareness of the Gender Equality Duty across the Armed Forces.	Review current Equality and Diversity Training to ensure specific training in connection with the Gender Equality Duty is provided to Service personnel who need to know.	April 2008	Knowledge base of gender equality issues and how these arise.  Staff E&D training completed in accordance with mandatory training policy.	Equality and diversity training has been reviewed and new programmes implemented.
3	To implement the Agreement with the EOC to prevent and deal effectively with sexual harassment in the Armed Forces.	As identified in the EOC three phase action plan to combat sexual harassment in the Armed Forces.	In accordance with the timescales agreed with the Commission.	The agreed aims of the Agreement with the EOC are achieved.	The initial agreement with the former EOC concluded in July 2008. A Partnership between the Equalities and Human Rights Commission (EHRC) was entered into in July 2008.
4	To implement an ongoing involvement strategy that includes regular and ongoing contact with a range of women, men and transsexuals.	Develop, agree and implement an involvement strategy to:  review what we already have in place;  consider whether we are reaching all groups; and  co-ordinate activity across the Armed Forces to lessen burdens on stakeholders	Ongoing	Members of the public and Service personnel are able to contribute to the review, development and implementation of the EDS.	Ongoing
5	Issue an agreed tri-Service policy for the management of transsexual personnel	Develop appropriate guidance in accordance with legal and medical advice to replace current single Service policies	September 2008	Commanding Officers are better able to manage issues relating to transsexual personnel in their units.	A tri-Service policy for the Recruitment and Management of Transsexual People in the Armed Forces was published in January 2009.

## ARMED FORCES EQUALITY AND DIVERSITY ACTION PLAN COVERING ALL DIVERSITY STRANDS

	OBJECTIVE	ACTION	TIMESCALE	MEASUREABLE OUTPUT/ OUTCOME	PROGRESS
1	For all 3 Services to deliver and report against the EDS.	Each Service will produce a progress report demonstrating the actions they have taken to meet their responsibilities under the EDS.	Annually	Progress reports produced annually.	Annual reports produced against the EDS.
2	For the Armed Forces to have EDAs in all units.	Each unit to appoint a trained EDA.	End Sep 08	All units have a trained EDA appointed.	Ongoing.
3	Each Service will undertake a comprehensive review of their policies/service provision and carry out equality and diversity impact assessments.	<p>Each Service will produce a list of the functions and policies for which they are responsible.</p> <p>Policies on these lists will be assessed for relevance and prioritised for review.</p> <p>Where an equality/diversity impact has been identified, there will be a programme of equality impact assessments each assessment being recorded.</p> <p>Each new policy will be equality impact assessed immediately as part of the policy making process.</p>	In accordance with EDIAT (see Annex D)	<p>Progress is made in:</p> <p>eliminating unlawful discrimination and harassment;</p> <p>promoting equality of opportunity.</p>	Review of policies continuing. Impact assessments are being conducted in accordance with EDIAT.
4	To ensure the Armed Forces meet their legal obligations in relation to commercial contracts.	To reconvene the joint working group with representatives from the Defence Industry Trade Association in order to amend our standard Condition of Contract DEFCON 516.	Dec 08	Our legal obligations in relation to commercial contracts will be met.	SP Pol/Corporate Diversity Team

	OBJECTIVE	ACTION	TIMESCALE	MEASUREABLE OUTPUT/ OUTCOME	PROGRESS
5	To determine what improvements might be made to the Department's procedures for dealing with complaints of harassment and bullying.	Carry out a further review of the Department's Harassment Complaints Procedure (JSP 763)	Review to be completed by December 2008	Harassment complaints are dealt with quickly and effectively.	Review deferred to align with similar review of the Armed Forces disciplinary arrangements. Review now due to be completed by December 2009.
6	To provide chaplaincy support to Armed Forces personnel on a multi-faith basis.	Examine the feasibility of developing a multi-faith approach to chaplaincy in the Armed Forces.	Ongoing	Integrated military chaplaincy on a multi-faith basis in the Armed Forces.	Armed Forces Chaplaincy Departments are continuing to work towards multi-faith Chaplaincy. Jewish Civilian Chaplain to the Armed Forces appointed September 2009
7	To offer mediation as a means of settling disputes between members of the Armed Forces.	Train members of the Armed Forces as mediators to an accredited external standard.	Ongoing	Disputes are settled to the satisfaction of the parties involved without recourse to formal action.	Mediation training is continuing cross all three Services
8	To improve the standard of equality and diversity training that members of the Armed Forces receive throughout their careers.	To carry out a review of initial, refresher and advanced equality and diversity training provided to members of the Armed Forces.	Recommendations to be agreed by May 2008 with new training packages being rolled out progressively thereafter.	Greater awareness of equality and diversity issues resulting in a reduction in the overall number of complaints.	Review conducted of initial, refresher and advanced equality and diversity training provided to members of the Armed Forces. Implementation of agreed recommendations is ongoing.

## Progress Against Action Plans: Civilian

### PROGRESS AGAINST THE MOD RACE EQUALITY ACTION PLAN

	OBJECTIVE	ACTION	TIMESCALE	MEASUREABLE OUTPUT/ OUTCOME	PROGRESS
1	To demonstrate progress made against this RES and to ensure relevancy.	Publish annual progress report. Review scheme.	Annually  April 2011	Progress made towards equality of opportunity for all regardless of race.	Evidence contained in this Annual Report
2	Increase awareness of the Race Equality Duty across the wider Department.	Review current Equality and Diversity (E&D) Training to ensure specific training in connection with the Race Equality Duty is provided to civilian staff who need to know.  Promote race equality and declaration of ethnicity during 'Diversity Week'.	April 08    Sep 08	Staff E&D training completed in accordance with mandatory training policy.    Increased awareness of race equality duty and greater numbers of staff declaring ethnicity.	Action delayed. See Annex B Tables B18 & B19 for training statistics    See Promoting Diversity Civil Service Section 5 – Diversity Events
3	To develop ongoing relationships with key external stakeholders.	Identify key external stakeholders within the community to gain their involvement and seek their views aiming to develop ongoing relationships.  Set up partnerships with specific ethnic minority groups to promote understanding and good relations.	Ongoing	Relationships improved and community involvement increased.    A joint framework for addressing issues of cohesion, equality and inclusion will be developed.	The Civil Service West Midlands(CSWM) Project pilots a new approach towards working in the CS. The Project will introduce a number of ideas and initiatives. The three broad strands are; Establishing a CS Compact (Skills Strand); CS Common Processes; and Lifestyle/People (which includes improving the recruitment, retention and career prospects of under-represented groups.
4	To increase community awareness and involvement and do more than just increase potential recruits.	Develop a wide-ranging PR and communications campaign to increase community awareness and involvement.	Ongoing	Community awareness of the wider MOD will be raised.	See Serial 3 above.  We also continue to make good progress through our many Outreach initiatives.

	OBJECTIVE	ACTION	TIMESCALE	MEASUREABLE OUTPUT/ OUTCOME	PROGRESS
5	To develop an ongoing relationship with focus group representative.	To regularly engage with the TLB representative of the EMSC.	Ongoing	Relationship improved and Increased understanding of issues facing ethnic minority staff.	Regular quarterly meeting held with the MODs Ethnic Minority Steering Committee (EMSC) whose membership is made up of TLB representatives.  Our Race Champion, at SCS level, continues to promote the diversity agenda at senior levels.
6	Increase representation of ethnic minority staff across all grades.	To work towards increasing the number of ethnic minority staff recruited, promoted.	Ongoing	Greater representation of ethnic minority staff across the department.	Ongoing.
7	Management information available by ethnic minority group.	To develop a cohesive method of extracting and analysing employment data by ethnic minority group.	Mar 09	Management information will be available for all areas of the department.	Ongoing
8	To ensure members of the public and ethnic minority staff and other stakeholders, are able to contribute to the review, development and implementation of the EDS.	Develop, agree and implement an involvement strategy to:  review what we already have in place; consider whether we are reaching all groups; and co-ordinate activity across the wider Department to lessen burdens on stakeholders.	June 08	Members of the public and ethnic minority staff are able to contribute to the review, development and implementation of the EDS.	To be developed in consultation our Ethnic Minority Focus Group and its Networks other MOD Focus Groups, TLBs, Trading Funds, TUs and external stakeholders. To coincide with the enactment of the Equality Bill.

## PROGRESS AGAINST THE MOD DISABILITY EQUALITY ACTION PLAN

	OBJECTIVE	ACTION	TIMESCALE	MEASUREABLE OUTPUT/ OUTCOME	PROGRESS
1	To demonstrate progress made against this DES and to ensure relevancy.	Publish annual progress report.  Review scheme.	Annually  April 2011	Progress made towards equality of opportunity for all regardless of disability.	Evidence contained in this Annual Report
2	Increase awareness of the Disability Equality Duty across the wider Department.	Review current Equality and Diversity Training to ensure specific training in connection with the Disability Equality Duty is provided to civilian staff who need to know.	April 08	Knowledge base of disability equality issues and how these arise.  Staff E&D training completed in accordance with mandatory training policy.	Action delayed  See Annex B Tables B18 & B19 for training statistics
3	To ensure disabled members of the public visiting our establishments have access to e.g. disabled parking spaces and disabled toilets.	Develop standard operating procedures when holding an event that will not exclude disabled members of the public.  TLB's Trading Funds to ensure disabled members of the public's needs are taken into account.	Dec 08  Ongoing	Appropriate facilities will be available for disabled members of the public.	The standard for Making Events and Meetings Accessible to Disabled Employees was developed in consultation with consultation with Trade Unions Disability Steering Committee and TLBs.
4	To ensure all disabled employees and members of the public are able to access our publications in a way that meets their needs.	Conduct an audit of all MOD websites regarding accessibility and provide practical guidance regarding best practice.  Make all publications available in alternative formats on request.	Dec 08  Ongoing	Disabled people will have better access to publications.	A complete audit of websites has been undertaken. DG Info to review finding.

	OBJECTIVE	ACTION	TIMESCALE	MEASUREABLE OUTPUT/ OUTCOME	PROGRESS
5	To ensure all disabled employees are able to access our IT systems in a way that meets their needs.	Review our IT accessibility standards to ensure our IT systems support our staff.	Feb 08	Programme of work to ensure: Accessibility of IT systems considered at design stage; all IT systems fully accessible to our staff; and standards for telephony equipment developed.	A review of the findings were sent to DG Info in Dec 08 as the the expert in the field to ensure compatibility across IT systems.
6	To ensure members of the public and disabled staff, and other stakeholders, are able to contribute to the review, development and implementation of the EDS.	Develop, agree and implement an involvement strategy to: review what we already have in place; consider whether we are reaching all groups; and co-ordinate activity across the wider Department to lessen burdens on stakeholders.	June 08	Members of the public and disabled staff are able to contribute to the review, development and implementation of the EDS.	To be developed in consultation with our Disability Steering Committee Networks other MOD Focus Groups, TLBs, Trading Funds, TUs and external stakeholders. To coincide with the enactment of the Equality Bill.
7	To ensure that all civilian staff who routinely come into contact with members of the public are aware of differing needs of disabled customers.	Disability awareness training to be delivered to all staff who routinely come into contact with the general public.	Ongoing	Disabled members of the public	Ongoing
8	To develop an ongoing relationship with focus group representative.	To regularly engage with the local disability networks and DSC representative.	Ongoing	Relationship improved and Increased understanding of disability issues.	Regular quarterly meeting held with the MODs Disability Steering Committee (DSC) whose membership is made up of TLB representatives.
9	Increase representation of disabled staff across all grades.	To work towards increasing the number of disabled staff recruited, promoted.	Ongoing	Greater representation of disabled staff across the department.	

## PROGRESS AGAINST THE MOD GENDER EQUALITY ACTION PLAN

	OBJECTIVE	ACTION	TIMESCALE	MEASUREABLE OUTPUT/ OUTCOME	PROGRESS
1	To demonstrate progress made against this GES and to ensure relevancy.	Publish annual progress report. Review scheme.	Annually April 2011	Progress made towards equality of opportunity for all regardless of gender.	Evidence contained in this Annual Report
2	Increase awareness of the Gender Equality Duty across the wider Department.	Review current Equality and Diversity Training to ensure specific training in connection with the Gender Equality Duty is provided to civilian staff who need to know.	April 08	Knowledge base of gender equality issues and how these arise.  Staff E&D training completed in accordance with mandatory training policy.	Action delayed  See Annex B Tables B18 & B19 for training statistics
3	To implement an ongoing involvement strategy that includes regular and ongoing contact with a range of women, men and transsexuals.	Develop, agree and implement an involvement strategy to: review what we already have in place; consider whether we are reaching all groups; and co-ordinate activity across the wider Department to lessen burdens on stakeholders.	June 08	Members of the public and staff are able to contribute to the review, development and implementation of the EDS.	Regular meeting are held with our LGBT Focus Groups . We also consult the Civil Service A: gender team.
4	To develop an ongoing relationship with focus group representative.	To regularly engage with the local women's networks and MOD Women representative.	Ongoing	Relationship improved and Increased understanding of gender issues.	Regular MOD Women's Networks. The Chairs of these network form MOD Women and they meet twice a year. The meetings are also chaired by the Gender Champion.
5	Increase representation of women from Band D to SCS.	To work towards increasing the number of women recruited, promoted from Band D to SCS.	Ongoing	Greater representation of women from Band D to SCS.	Targets at achieved for the SCS and feeder grades.

## PROGRESS AGAINST THE MOD EQUALITY AND DIVERSITY ACTION PLAN COVERING ALL DIVERSITY STRANDS

	OBJECTIVE	ACTION	TIMESCALE	MEASUREABLE OUTPUT/ OUTCOME	PROGRESS
1	For all TLBs and Trading Funds to deliver and report against the EDS.	Each TLB/Trading Fund (TF) will produce an Equality and Diversity Action Plan demonstrating the actions they will take to meet their responsibilities.	Annually Sep	Action Plans and progress reports produced annually.	Partially achieved. Reports received from some TLBs and TFs. Also, some evidence of progress made in developing Action Plans
2	For all TLBs and Trading Funds to have Diversity Champions.	Each TLB and Trading Fund to appoint a Diversity Champion.	Sep 08	Diversity Champions appointed.	Ongoing
3	For all TLBs and Trading Funds to have EDO's.	Each TLB and Trading Fund to appoint an EDO's.	Sep 08	EDO's appointed in all TLB's and Trading Funds	All TLBs and some TFs have appointed EDOs
4	To ensure that staff who use the EDIAT are provided with training.	To produce an e-learning package for the use of the EDIAT.	Dec 08	E-learning product is made available.	EDIAT Tool available and an e-learning product is being developed.

	OBJECTIVE	ACTION	TIMESCALE	MEASUREABLE OUTPUT/ OUTCOME	PROGRESS
5	Each TLB will undertake a comprehensive review of their policies and service provision carry out equality and diversity impact assessments.	<p>Each TLB will produce an updated list of the functions and policies for which they are responsible.</p> <p>Policies on these lists will be assessed for relevance and prioritised for review.</p> <p>Where an equality/diversity impact has been identified, there will be a programme of equality impact assessments each assessment being recorded.</p> <p>Each new policy will be equality impact assessed immediately as part of the policy making process.</p>		<p>Progress is made in:</p> <p>Eliminating unlawful discrimination and harassment; and</p> <p>Promoting equality of opportunity.</p>	Ongoing. Please See Table at Annex D for further details
6	To ensure that we meet our legal obligations in relation to commercial contracts.	To reconvene the joint working group with representatives from the Defence Industry Trade Association in order to amend our standard Condition of Contract DEFCON 516.	Dec 08	Our legal obligations in relation to commercial contracts will be met.	Ongoing. The Commercial Systems Team in the Director General Defence Commercial are progressing this work.
7	To improve communication and involvement with all staff.	To develop a communication strategy and plan.	Dec 08	Communication and involvement will be improved.	Action delayed Strategy & Plan being developed. However, we continue to make full use of our many in-house publications and internal and external computer sites to promulgate the diversity vision.

## Progress Against Action Plans: Ministry of Defence Police

### PROGRESS AGAINST THE MDP RACE ACTION PLAN

	OBJECTIVE	ACTION	TIMESCALE	MEASUREABLE OUTPUT/ OUTCOME	PROGRESS
1	To demonstrate progress made against this RES and to ensure relevancy.	Publish annual progress report.  Review scheme.	Annually  April 2011	Progress made towards equality of opportunity for all regardless of race.	Director Personnel & Professional Development
2	Encourage more ethnic minority officers to apply for promotion	Analyse proposals for improving female applications in collaboration with ASME to identify crossover options	30 Sep 08	Percentage of promotion applications by ethnic minority officers at least equals proportion of ethnic minority officers in MDP	<b>Achieved.</b> Action completed Aug 08.
2	Consider introduction of mentoring scheme for ethnic minority police officers	Carry out research and present paper for AMB decision	31 Dec 08	Decision made by AMB on introduction of scheme	Diversity Programme Board agreed target to introduce mentoring scheme for ethnic minority staff by 31 Mar 10.
4	Examine possibility of offering specific development programmes for ethnic minority staff	a. Publicise MOD and police service development opportunities for ethnic minority staff  b. Consider need for in-house programmes to be developed	Ongoing  31 Dec 08	a. Development opportunities published in Agency Notices as they become available  b. Needs analysis and demand level research completed	Awaiting review of MOD New Horizons programme. A positive action development event was held for ethnic minority staff in Nov 08.  A questionnaire is to be developed, in association with the minority staff support groups, to enable us to evaluate needs and demand levels for in-house development programmes with a revised target completion date of Mar 10.
5	Further involve ethnic minority people to whom we provide a service in future development of race plans	Develop options to formally consult and involve ethnic minority service users	31 Mar 09	Involvement strategy complete and in place	The MDP is currently looking at how best to consult and involve the wider community in its planning activity. This is expected to be complete by 31 Mar 10.

	OBJECTIVE	ACTION	TIMESCALE	MEASUREABLE OUTPUT/ OUTCOME	PROGRESS
6	Regularly review reporting mechanisms on service delivery to meet local and national requirements.	Conduct annual review of reporting mechanisms	31 Mar 09 and annually thereafter	Suite of reporting mechanisms in place enabling sound decision making by AMB and senior managers	<b>Achieved.</b> The new format for reporting MDP use of Section 44 Stop & Search powers contains detailed ethnicity and gender information relating to Stop & Search activity
7	Include service delivery monitoring data in six-monthly diversity statistical report	Service delivery data provided to DEU for inclusion in report	Within 4 weeks from 31 Mar and 30 Sep annually	Diversity statistical report enables more informed decision making	<b>Achieved.</b>
8	Improve access to information on impact assessments and consultation exercises	Consider how information on impact assessments and consultations carried out as part of assessment or monitoring activity can best be published	31 Mar 09	Information more readily available outside of MDP	<b>Achieved.</b> Publication of impact assessment information should be included in the annual reports on the Equality and Diversity Scheme
9	Audit printed documents to determine appropriateness of extending general availability of alternative language documents as opposed to providing this on request	Carry out audit of all Agency publications available in print form to people outside the Agency and determine which should be offered in alternative languages	30 Jun 08	Audit completed and findings available  Enhanced communications with public	<b>Achieved.</b> Agency publications reviewed. The key ones are available in both hard copy and on the Internet. There is not at present a sufficient business case for production in other formats (e.g. other languages, Braille etc). However, Corporate Communications now provide a variety of leaflets, posters and other material for specifically targeted customer groups and will continue to do so.
10	Develop a formal policy on the use of translators and interpreters.	Publish policy and guidance on the use of, and arrangements for provision of, translators and interpreters	31 Dec 08	Policy published and all staff know how to access translators or interpreters	<b>Achieved.</b> The policy on the use of interpreters was published in Oct 08.
11	Develop use of HRMS to track, by ethnicity, applications for and take up of training	Achieve full ability to track MDP specific training activity by ethnicity	31 Mar 09	MDP provided training is monitored by ethnicity	It has not yet proved possible to extract information on a regular basis from the MOD HRMS system. This issue continues to be examined, but data protection issues appear to be causing difficulty.

## PROGRESS AGAINST THE MDP DISABILITY ACTION PLAN

	OBJECTIVE	ACTION	TIMESCALE	MEASUREABLE OUTPUT/ OUTCOME	PROGRESS
1	To demonstrate progress made against this DESand to ensure relevancy.	Publish annual progress report.  Review scheme.	Annually  April 2011	Progress made towards equality of opportunity for all regardless of disability.	Director Personnel & Professional Development
2	Ensure that host establishments provide MDP with accommodation which is accessible.	Ensure plans exist to confirm that all MDPGA 'public' premises are accessible to disabled people and maintain central list of outstanding works	30 Sep 08	All Divisional Commanders confirmed with Heads of Establishments that MDP premises have been considered in establishment access audits and work outstanding identified  Accessibility of MDP premises enhanced	<b>Achieved.</b> MDP staff are working with Heads of Establishments to improve access in the few places where work is required.
3	Consider how specific disability awareness training might be provided	Develop revised diversity training policy and strategy, based on the "Working in a Diverse Environment" principles	31 Mar 09	Revised diversity policy and strategy prepared and initial training products rolled out  Quality of service to disabled people enhanced	It has not been possible to complete this work due to the complexities of developing a training strategy which police and civilian staff. Completion is now expected by 31 Mar 10.
4	Improve the sharing of good practice and guidance on service delivery to disabled people	Make good practice guide on delivery of police services to disabled people available to MDP staff	30 Sep 09	Good practice guide developed and available to all MDP staff  Quality of service to disabled people enhanced	<b>Achieved.</b> Examples of good practice have been included in a guide which has been placed on intranet pages. This is intended to be a living document, which will be updated regularly as new examples are identified. MDP are also working with the Employers' Forum on Disability to identify good practice across the police and law enforcement sector.

	OBJECTIVE	ACTION	TIMESCALE	MEASUREABLE OUTPUT/ OUTCOME	PROGRESS
5	Review the accessibility of MDP graduation ceremonies to ensure we have taken all steps we can to enable disabled people to fully participate	Complete accessibility review of graduation events	30 Sep 08	Review completed and plan prepared to progress any changes required	<b>Achieved.</b> An action plan was prepared and actions completed.
6	Further involve disabled people to whom we provide a service in future development of race plans	Develop options to formally consult and involve disabled service users	31 Mar 09	Involvement strategy complete and in place	The MDP is currently looking at how best to consult and involve the wider community in its planning activity. This is expected to be complete by 31 Mar 10.
7	Develop use of HRMS to track, by disability status, applications for and take up of training	Achieve full ability to track MDP specific training activity by disability status	31 Mar 09	MDP provided training is monitored by disability status	It has not yet proved possible to extract information on a regular basis from the MOD HRMS system. This issue continues to be examined, but data protection issues appear to be causing difficulty.
8	Regularly review reporting mechanisms on service delivery to meet local and national requirements.	Conduct annual review of reporting mechanisms	31 Mar 09 and annually thereafter	Suite of reporting mechanisms in place enabling sound decision making by AMB and senior managers	<b>Achieved.</b> No new reporting related to disability was identified as necessary in the 2008/09 review.
9	Gain clearer picture of the impact of our activities on disabled people in the MOD	Develop relationship with the MOD DSC	30 Sep 08 and ongoing	Regular interface between MDP, through DSF and DEU, and MOD DSC	<b>Achieved.</b> The MDP's Disability Support Forum has membership of the MOD DSC
10	Audit printed documents to determine appropriateness of extending general availability of alternative format documents as opposed to providing this on request	Carry out audit of all Agency publications available in print form to people outside the Agency and determine which should be offered in alternative formats	30 Jun 08	Audit completed and findings available  Enhanced communications with public	<b>Achieved.</b> Agency publications reviewed. The key ones are available in both hard copy and on the Internet. There is not at present a sufficient business case for production in other formats (e.g. other languages, Braille etc). However, Corporate Communications now provide a variety of leaflets, posters and other material for specifically targeted customer groups and will continue to do so.

## PROGRESS AGAINST THE MDP GENDER ACTION PLAN

	OBJECTIVE	ACTION	TIMESCALE	MEASUREABLE OUTPUT/ OUTCOME	PROGRESS
1	To demonstrate progress made against this GES and to ensure relevancy.	Publish annual progress report.  Review scheme.	Annually  April 2011	Progress made towards equality of opportunity for all regardless of gender.	Director Personnel & Professional Development
2	Consider how specific gender awareness training might be provided	Develop revised diversity training policy and strategy, based on the "Working in a Diverse Environment" principles	31 Mar 09	Revised diversity policy and strategy prepared and initial training products rolled out  Quality of service to women enhanced	It has not been possible to complete this work due to the complexities of developing a training strategy which police and civilian staff. Completion is now expected by 31 Mar 10.
3	Encourage more female officers to apply for promotion	Analyse proposals for improving female applications in collaboration with WSA	30 Sep 08	Percentage of promotion applications by female officers at least equals proportion of female officers in MDP	<b>Achieved.</b> Action completed Aug 08.
4	Consider introduction of mentoring scheme for female police officers	Carry out research and present paper for AMB decision	31 Dec 08	Decision made by AMB on introduction of scheme	Diversity Programme Board agreed target to introduce mentoring scheme for female staff by 31 Mar 10.

	OBJECTIVE	ACTION	TIMESCALE	MEASUREABLE OUTPUT/ OUTCOME	PROGRESS
5	Make specific development programmes for female staff available	<p>a. Publicise MOD and police service development opportunities for female staff</p> <p>b. Support women's development by running a minimum of two internal Springboard programmes annually</p> <p>c. Consider need for in-house programmes to be developed</p>	<p>Ongoing</p> <p>Ongoing</p> <p>31 Dec 08</p>	<p>a. Development opportunities published in Agency Notices as they become available</p> <p>b. Number of programmes run in-house in each FY</p> <p>c. Needs analysis and demand level research completed</p> <p>d. More women apply for promotion or specialist posts</p>	<p>Awaiting review of MOD New Horizons programme. A positive action development event was held for female staff in Jun 08.</p> <p><b>Achieved.</b></p> <p>A questionnaire is to be developed, in association with the minority staff support groups, to enable us to evaluate needs and demand levels for in-house development programmes with a revised target completion date of Mar 10.</p>
6	Provide specific development programme for men	Run a minimum of one internal Navigator men's development programme each year	Ongoing	<p>Number of programmes run in-house each year</p> <p>Positive support for women's development by men</p>	<b>Achieved.</b>
7	Further involve women and transgender people to whom we provide a service in future development of race plans	Develop options to formally consult and involve female and transgender service users	31 Mar 09	Involvement strategy complete and in place	The MDP is currently looking at how best to consult and involve the wider community in its planning activity. This is expected to be complete by 31 Mar 10.

	OBJECTIVE	ACTION	TIMESCALE	MEASUREABLE OUTPUT/ OUTCOME	PROGRESS
8	Gain clearer picture of the impact of our activities on women and transgender people in the MOD	<p>a. Further develop relationship between WSA and MOD women's groups</p> <p>b. Identify through MOD LGBT Forum what service delivery issues there are for transgender staff in MOD</p>	<p>30 Sep 08 and ongoing</p> <p>31 Mar 09</p>	<p>Regular interface between MDP, through WSA and DEU, and MOD women's groups</p> <p>Information gleaned from transgender staff in MOD on expectations of MDP's service</p>	<p><b>Achieved.</b> The MDP's Womens' Staff Association have regular links with MOD women's groups.</p> <p>No action at 31 Mar 09, but plans are being developed with LGBT forum to take this forward by 31 Mar 10</p>
9	Develop use of HRMS to track, by gender, applications for and take up of training	Achieve full ability to track MDP specific training activity by gender	31 Mar 09	MDP provided training is monitored by gender	It has not yet proved possible to extract information on a regular basis from the MOD HRMS system. This issue continues to be examined, but data protection issues appear to be causing difficulty.
10	Determine whether bonus payments to MDP officers are disproportionately made by gender	<p>a. Review gender of recipients of SPP to determine gender impact</p> <p>b. Review gender of recipients of CRTP to determine gender impact</p> <p>c. If disproportionality found identify changes to payments which might be made within Home Office arrangements</p>	<p>30 Sep 08</p> <p>30 Sep 09</p> <p>31 Dec 09</p>	<p>Proportion of women receiving SPP in 2007 compared with proportion of men</p> <p>Proportion of women receiving CRTP in 2008 compared with proportion of men</p> <p>If appropriate, changes implemented for payments to be made in 2010</p>	<p>Data relating to the gender of recipients of SPP has been gathered and is currently being assessed; this is being used to inform a current review of SPP policy.</p> <p>Action is in hand to meet this target.</p> <p>No action taken yet, awaiting complete results of review of SPP and CRTP.</p>
11	Take positive action to encourage more women to take up specialist roles in which there is evidence of a degree of job segregation	Positive action taken to encourage women to take up specialist posts in SEG, OSU, Marine Units and Dog Sections	31 Mar 11	Increase in women in specialist police posts from baseline figure at 31 Mar 2008	A series of positive action initiative, including taster days, presentations and focus groups have been held and a programme of action was agreed by the Diversity Programme Board, for implementation in 2009/10.

## PROGRESS AGAINST THE MDP EQUALITY AND DIVERSITY ACTION PLAN COVERING ALL DIVERSITY STRANDS

	OBJECTIVE	ACTION	TIMESCALE	MEASUREABLE OUTPUT/ OUTCOME	PROGRESS
1	Provide a diversity awareness briefing pack to all staff	Produce and distribute to all staff a diversity information pack	31 Dec 08	Pack distributed on day staff join Agency	<b>Achieved.</b> Distribution began in Jan 09.
2	Further involve diverse community to whom we provide a service in future development of plans	Develop options to formally consult and involve service users	31 Mar 09	Involvement strategy complete and in place	The MDP is currently looking at how best to consult and involve the wider community in its planning activity. This is expected to be complete by 31 Mar 10.
3	Consider how specific sexual orientation awareness training might be provided	Develop revised diversity training policy and strategy, based on the "Working in a Diverse Environment" principles	31 Mar 09	Revised diversity policy and strategy prepared and initial training products rolled out  Quality of service to LGB users of services enhanced	It has not been possible to complete this work due to the complexities of developing a training strategy which police and civilian staff. Completion is now expected by 31 Mar 10.
4	Increase awareness of homophobic, religious and other hate crime across the MOD and in our customer base	Develop and agree hate crime awareness campaign for MOD and, if possible, Armed Services and external customers	31 Mar 09	Hate crime awareness raised amongst users of services	Target deferred pending major review of MDP activities and priorities
5	Examine possibility of offering specific development programmes for LGB staff	a. Publicise MOD and police service development opportunities for LGB staff  b. Consider need for in-house programmes to be developed	Ongoing  31 Dec 08	a. Development opportunities published in Agency Notices as they become available  b. Needs analysis and demand level research completed	It has not been possible to complete this work due to the complexities of developing a training strategy which police and civilian staff. Completion is now expected by 31 Mar 10

	OBJECTIVE	ACTION	TIMESCALE	MEASUREABLE OUTPUT/ OUTCOME	PROGRESS
6	Consider possibility of providing multi-faith facility for prayer and meditation, connected to training accommodation in Divisions	Provide suitable multi-faith facilities for prayer or worship at Divisional training facilities, where this is possible	30 Jun 09	Multi-faith, non denominational and sole use facility made available for prayer	<b>Achieved.</b> Suitable facilities have either been provided or are available at main sites where MDP training is carried out.
7	Consider how specific age awareness training might be provided	Develop revised diversity training policy and strategy, based on the "Working in a Diverse Environment" principles	31 Mar 09	Revised diversity policy and strategy prepared and initial training products rolled out  Quality of service users enhanced	It has not been possible to complete this work due to the complexities of developing a training strategy which police and civilian staff. Completion is now expected by 31 Mar 10.

**MINISTRY OF DEFENCE**

**AFFIRMATIVE ACTION PLAN: Jan 2008 to Dec 2010  
(Updated as part of the EDS Annual Report 2008-2009)**

**(Plan will be reviewed annually in conjunction with the Equality Commission for Northern Ireland and amended if necessary)**

Heading	Objective	Actions	Action by	Timetable	Action taken
Outreach	Outreach to the Roman Catholic community	<p>1. Attempt to establish closer links with Community Groups in the Antrim area in conjunction with Business in the Community.</p> <p>2. Offer to adopt 2 schools in Lisburn. Subject to results roll out to other key areas.</p> <p>3. Print leaflets for Job Centres to advertise MOD posts and subject to DELNI approval engage with JOB Centres to increase support in Roman Catholic areas.</p>	<p>HR BP (Trg &amp; Div)</p> <p>HR BP (Trg &amp; Div)</p> <p>HR BP (Trg &amp; Div)</p>	<p>31:03:08</p> <p>31:08:08</p> <p>Ongoing</p>	<p>Cares Challenge June2008</p> <p>Initial contact made made with 2 schools. Initial contact made with 2 schools. On the advise of Business in the Community who were facilitating the proposed project it has been agreed to postpone this project</p> <p>Because of continuing restructuring and downsizing of MOD in NI and the small number of recruitment campaigns this work has not been taken forward.</p>
Outreach	To ensure wider MOD/Armed Forces outreach activities in Northern Ireland fully involve opinion formers in the Roman Catholic community	<p>4. Engage with gatekeepers of Roman Catholic community to seek to build a greater understanding of barriers to Roman Catholics working for MOD Civil Service in NI and how they can be overcome.</p>	Civil Secretary	Ongoing	Continuous engagement through invitations to official functions.

Heading	Objective	Actions	Action by	Timetable	Action taken
Fair Employment	Review and amend monitoring processes in light of Article 55 Review	<p>1. Investigate why Roman Catholic appointee rates do not reflect applicant rates and take action as appropriate.</p> <p>2. Monitor how applicants hear about jobs (10 posts per year).</p> <p>3. Hold focus groups with Roman Catholic employees to seek to discuss wider community perception of working for the MOD.</p> <p>4. Monitor proportions of Roman Catholics and Protestants leaving the Department. Introduce HRBP exit surveys to establish reasons why staff resign.</p>	<p>HR BP (Trg &amp; Div)</p>	<p>28:02:08</p> <p>Annually</p> <p>31:03:08 and 30:09:09</p> <p>28:02:08</p>	<p>Review conducted Dec 2007. Complete.</p> <p>Ongoing 4 schemes monitored to date.</p> <p>Not actioned. Request to have the MOD Your Say Employee Engagement Survey amended to include CB data not implemented by MOD.</p> <p>Ongoing . Further work still to be undertaken with PPPA to conclude this action.</p>
Fair Employment	Review of all monitoring processes to take account of People Programme changes/normalisation	<p>5. Review all SOC Classifications used by MOD in NI and agree any changes with the Equality Commission for NI.</p> <p>6. Produce new SOC Code look up for inclusion on the Defence Intranet</p> <p>7. Advise Line Managers with staff in Northern Ireland of the availability of SOC look up document.</p> <p>8. Produce revised instructions for the handling of Community Background monitoring data and include them on the Defence Intranet.</p>	<p>HR BP (Trg &amp; Div)</p>	<p>31:03:08</p> <p>30:04:08</p> <p>30:06:08</p> <p>31:07:08</p>	<p>Ongoing</p> <p>Not yet actioned, linked to action 5 above.</p> <p>Not yet actioned, linked to action 5 above.</p> <p>Ongoing</p>

Heading	Objective	Actions	Action by	Timetable	Action taken
Fair Employment	Review of all monitoring processes to take account of People Programme changes/normalisation.	9. Establish new base line statistics, post normalisation, to enable future reliable analysis of community background within MOD's workforce in Northern Ireland to take place.	HR BP (Trg & Div)	31:12:08	Because of ongoing structural changes this work has been deferred.
	To ensure that MOD meets the legal requirements as a public sector employer in Northern Ireland	10. Submit Article 52 – Annual Fair Employment monitoring return within the timescale laid down by the Cabinet Office.	HR BP (Trg & Div)	Annually	Returns submitted with timescale set by Cabinet Office – Spring 2010.
Working Environment	To promote a good and harmonious working environment.	1. Post normalisation – establish how many staff require Equality and Diversity training/ refresher training. Subject to outcome co-ordinate a training programme if required.	HR BP (Trg & Div)	31:12:08	Course availability advertised weekly. Regular courses run in NI.
		2. Visit all Commanding Officers within 3 months of them taking up appointment to advise them of the requirements of the Fair Employment legislation in NI.	HR BP (Trg & Div)	Ongoing	19 Light Bde Units in NI have been deployed until recently. A programme will now be put in place.
		3. Monitor the outcome of complaints of discrimination and harassment and ensure remedial action is taken where necessary.	HR BP (Trg & Div)	Ongoing	Ongoing
		4. Look at the number of harassment investigating officers (HIOs) trained in Northern Ireland post Operation Banner and if necessary train more HIOs to ensure cases are dealt with in a timely manner.	HR BP (Trg & Div)	31:01:08	Post OP Banner there are 10 trained HIOs in NI.

# Annex A: Armed Forces Employment Data

## Table A1: Workforce<sup>1</sup> Profile by Gender - April 2009

	Numbers and Percentages <sup>2</sup>							
	Total		Naval Service		Army		RAF	
	Number	% of workforce	Number	% of workforce	Number	% of workforce	Number	% of workforce
Male	170,520 <sup>p</sup>	90.5% <sup>p</sup>	34,680 <sup>p</sup>	90.4% <sup>p</sup>	98,140 <sup>p</sup>	92.2% <sup>p</sup>	37,700 <sup>p</sup>	86.5% <sup>p</sup>
Female	17,850 <sup>p</sup>	9.5% <sup>p</sup>	3,660 <sup>p</sup>	9.6% <sup>p</sup>	8,320 <sup>p</sup>	7.8% <sup>p</sup>	5,870 <sup>p</sup>	13.5% <sup>p</sup>
<b>Total workforce</b>	<b>188,370<sup>p</sup></b>	<b>100.0%<sup>p</sup></b>	<b>38,340<sup>p</sup></b>	<b>100.0%<sup>p</sup></b>	<b>106,460<sup>p</sup></b>	<b>100.0%<sup>p</sup></b>	<b>43,570<sup>p</sup></b>	<b>100.0%<sup>p</sup></b>

Source: DASA (Quad Service)

<sup>1</sup> Figures are for UK Regular Forces and excludes Full Time Reserve Service personnel, Gurkhas and mobilised reservists. It includes trained and untrained personnel.

<sup>2</sup> Percentages are calculated from unrounded data.

p denotes provisional.

Due to ongoing validation of data from the Joint Personnel Administration System, are provisional and subject to review.

Due to the rounding methods used, totals may not always equal the sum of the parts. When rounding to the nearest 10, numbers ending in 5 have been rounded to the nearest multiple of 20 to prevent systematic bias.

## Table A2: Workforce<sup>1</sup> Profile by Ethnicity - April 2009

	Numbers and Percentages <sup>2</sup>							
	Total		Naval Service		Army		RAF	
	Number	% of workforce <sup>3</sup>	Number	% of workforce <sup>3</sup>	Number	% of workforce <sup>3</sup>	Number	% of workforce <sup>3</sup>
Asian - Bangladeshi	40 <sup>p</sup>	- <sup>p</sup>	~ <sup>p</sup>	- <sup>p</sup>	30 <sup>p</sup>	- <sup>p</sup>	5 <sup>p</sup>	- <sup>p</sup>
Asian - Indian	320 <sup>p</sup>	0.2% <sup>p</sup>	40 <sup>p</sup>	0.1% <sup>p</sup>	205 <sup>p</sup>	0.2% <sup>p</sup>	70 <sup>p</sup>	0.2% <sup>p</sup>
Asian - Pakistani	120 <sup>p</sup>	0.1% <sup>p</sup>	15 <sup>p</sup>	- <sup>p</sup>	75 <sup>p</sup>	0.1% <sup>p</sup>	35 <sup>p</sup>	0.1% <sup>p</sup>
Asian - Any other								
Asian background	845 <sup>p</sup>	0.5% <sup>p</sup>	25 <sup>p</sup>	0.1% <sup>p</sup>	790 <sup>p</sup>	0.8% <sup>p</sup>	25 <sup>p</sup>	0.1% <sup>p</sup>
Black - African	2,705 <sup>p</sup>	1.5% <sup>p</sup>	130 <sup>p</sup>	0.4% <sup>p</sup>	2,545 <sup>p</sup>	2.6% <sup>p</sup>	35 <sup>p</sup>	0.1% <sup>p</sup>
Black - Caribbean	2,255 <sup>p</sup>	1.3% <sup>p</sup>	380 <sup>p</sup>	1.0% <sup>p</sup>	1,730 <sup>p</sup>	1.7% <sup>p</sup>	150 <sup>p</sup>	0.4% <sup>p</sup>
Black - Any other								
Black background	1,820 <sup>p</sup>	1.0% <sup>p</sup>	95 <sup>p</sup>	0.3% <sup>p</sup>	1,700 <sup>p</sup>	1.7% <sup>p</sup>	25 <sup>p</sup>	0.1% <sup>p</sup>
Chinese - Any other								
Black background	140 <sup>p</sup>	0.1% <sup>p</sup>	20 <sup>p</sup>	0.1% <sup>p</sup>	90 <sup>p</sup>	0.1% <sup>p</sup>	35 <sup>p</sup>	0.1% <sup>p</sup>
Mixed Ethnic - Asian & White	400 <sup>p</sup>	0.2% <sup>p</sup>	75 <sup>p</sup>	0.2% <sup>p</sup>	230 <sup>p</sup>	0.2% <sup>p</sup>	95 <sup>p</sup>	0.2% <sup>p</sup>
Mixed Ethnic -								
Black African & White	270 <sup>p</sup>	0.2% <sup>p</sup>	35 <sup>p</sup>	0.1% <sup>p</sup>	205 <sup>p</sup>	0.2% <sup>p</sup>	35 <sup>p</sup>	0.1% <sup>p</sup>
Mixed Ethnic - Black								
Caribbean & White	715 <sup>p</sup>	0.4% <sup>p</sup>	130 <sup>p</sup>	0.4% <sup>p</sup>	460 <sup>p</sup>	0.5% <sup>p</sup>	125 <sup>p</sup>	0.3% <sup>p</sup>
Mixed Ethnic - Any other								
mixed ethnic	840 <sup>p</sup>	0.5% <sup>p</sup>	120 <sup>p</sup>	0.3% <sup>p</sup>	595 <sup>p</sup>	0.6% <sup>p</sup>	125 <sup>p</sup>	0.3% <sup>p</sup>
<b>Any other ethnic background</b>	<b>910<sup>p</sup></b>	<b>0.5%<sup>p</sup></b>	<b>135<sup>p</sup></b>	<b>0.4%<sup>p</sup></b>	<b>660<sup>p</sup></b>	<b>0.7%<sup>p</sup></b>	<b>115<sup>p</sup></b>	<b>0.3%<sup>p</sup></b>
<b>Total Ethnic Minorities</b>	<b>11,380<sup>p</sup></b>	<b>6.5%<sup>p</sup></b>	<b>1,200<sup>p</sup></b>	<b>3.3%<sup>p</sup></b>	<b>9,315<sup>p</sup></b>	<b>9.4%<sup>p</sup></b>	<b>870<sup>p</sup></b>	<b>2.2%<sup>p</sup></b>
<b>White - Any White background</b>	<b>164,615<sup>p</sup></b>	<b>93.5%<sup>p</sup></b>	<b>35,280<sup>p</sup></b>	<b>96.7%<sup>p</sup></b>	<b>89,845<sup>p</sup></b>	<b>90.6%<sup>p</sup></b>	<b>39,490<sup>p</sup></b>	<b>97.8%<sup>p</sup></b>
<b>Total declared ethnicity</b>	<b>175,995<sup>p</sup></b>	<b>100.0%<sup>p</sup></b>	<b>36,475<sup>p</sup></b>	<b>100.0%<sup>p</sup></b>	<b>99,160<sup>p</sup></b>	<b>100.0%<sup>p</sup></b>	<b>40,355<sup>p</sup></b>	<b>100.0%<sup>p</sup></b>
Unknown <sup>4</sup>	12,370 <sup>p</sup>	7.0% <sup>p</sup>	1,865 <sup>p</sup>	5.1% <sup>p</sup>	7,300 <sup>p</sup>	7.4% <sup>p</sup>	3,210 <sup>p</sup>	8.0% <sup>p</sup>
<b>Total workforce</b>	<b>188,370<sup>p</sup></b>		<b>38,340<sup>p</sup></b>		<b>106,460<sup>p</sup></b>		<b>43,570<sup>p</sup></b>	

Source: DASA (Quad Service)

<sup>1</sup> Figures are for UK Regular Forces and excludes Full Time Reserve Service personnel, Gurkhas and mobilised reservists. It includes trained and untrained personnel.

<sup>2</sup> Percentages are calculated from unrounded data.

<sup>3</sup> Unless otherwise stated, percentages are calculated from total declared ethnicity.

<sup>4</sup> Unknown percentages are calculated from the total workforce and are shown for coverage purposes.

p denotes provisional.

~ denotes fewer than five

- denotes zero or rounded to zero

Due to ongoing validation of data from the Joint Personnel Administration System, statistics are provisional and subject to review.

Due to the rounding methods used, totals may not always equal the sum of the parts. Ethnicity figures are rounded to 5 and may not sum to the totals shown.

**Table A3: Strength of Service Personnel by Gender and Paid Rank at April 2009<sup>1</sup>**

	Number				
	2005	2006	2007	2008	2009
<b>Total</b>	<b>201,100</b>	<b>195,850</b>	<b>190,400</b> <sup>P</sup>	<b>187,060</b> <sup>P</sup>	<b>188,370</b> <sup>P</sup>
<b>Total Officers</b>	<b>33,000</b>	<b>32,700</b>	<b>32,100</b> <sup>P</sup>	<b>31,710</b> <sup>P</sup>	<b>31,690</b> <sup>P</sup>
Lieutenant Colonel and above	5,850	5,750	5,750 <sup>P</sup>	5,750 <sup>P</sup>	5,780 <sup>P</sup>
Major and below	27,160	26,950	26,350 <sup>P</sup>	25,970 <sup>P</sup>	25,900 <sup>P</sup>
<b>Total Other Ranks</b>	<b>168,090</b>	<b>163,150</b>	<b>158,290</b> <sup>P</sup>	<b>155,340</b> <sup>P</sup>	<b>156,680</b> <sup>P</sup>
Sergeant and above	46,930	46,110	44,910 <sup>P</sup>	43,960 <sup>P</sup>	43,410 <sup>P</sup>
Corporal and below	121,170	117,040	113,380 <sup>P</sup>	111,380 <sup>P</sup>	113,260 <sup>P</sup>
<b>Male</b>	<b>182,940</b>	<b>177,980</b>	<b>172,760</b> <sup>P</sup>	<b>169,430</b> <sup>P</sup>	<b>170,520</b> <sup>P</sup>
<b>Total Officers</b>	<b>29,410</b>	<b>29,020</b>	<b>28,380</b> <sup>P</sup>	<b>27,950</b> <sup>P</sup>	<b>27,860</b> <sup>P</sup>
Lieutenant Colonel and above	5,630	5,520	5,510 <sup>P</sup>	5,500 <sup>P</sup>	5,520 <sup>P</sup>
Major and below	23,770	23,500	22,870 <sup>P</sup>	22,450 <sup>P</sup>	22,340 <sup>P</sup>
<b>Total Other Ranks</b>	<b>153,530</b>	<b>148,960</b>	<b>144,380</b> <sup>P</sup>	<b>141,480</b> <sup>P</sup>	<b>142,660</b> <sup>P</sup>
Sergeant and above	44,550	43,570	42,300 <sup>P</sup>	41,260 <sup>P</sup>	40,570 <sup>P</sup>
Corporal and below	108,980	105,390	102,080 <sup>P</sup>	100,220 <sup>P</sup>	102,090 <sup>P</sup>
<b>Female</b>	<b>18,160</b>	<b>17,870</b>	<b>17,640</b> <sup>P</sup>	<b>17,620</b> <sup>P</sup>	<b>17,850</b> <sup>P</sup>
<b>Total Officers</b>	<b>3,600</b>	<b>3,680</b>	<b>3,720</b> <sup>P</sup>	<b>3,760</b> <sup>P</sup>	<b>3,830</b> <sup>P</sup>
Lieutenant Colonel and above	210	230	240 <sup>P</sup>	250 <sup>P</sup>	260 <sup>P</sup>
Major and below	3,380	3,460	3,480 <sup>P</sup>	3,510 <sup>P</sup>	3,570 <sup>P</sup>
<b>Total Other Ranks</b>	<b>14,560</b>	<b>14,190</b>	<b>13,920</b> <sup>P</sup>	<b>13,860</b> <sup>P</sup>	<b>14,020</b> <sup>P</sup>
Sergeant and above	2,380	2,540	2,610 <sup>P</sup>	2,690 <sup>P</sup>	2,840 <sup>P</sup>
Corporal and below	12,180	11,650	11,300 <sup>P</sup>	11,160 <sup>P</sup>	11,180 <sup>P</sup>
<b>Females as a percentage of total<sup>2</sup></b>					
<b>All grades</b>	<b>9.0%</b>	<b>9.1%</b>	<b>9.3%</b> <sup>P</sup>	<b>9.4%</b> <sup>P</sup>	<b>9.5%</b> <sup>P</sup>
<b>Total Officers</b>	<b>10.9%</b>	<b>11.3%</b>	<b>11.6%</b> <sup>P</sup>	<b>11.9%</b> <sup>P</sup>	<b>12.1%</b> <sup>P</sup>
Lieutenant Colonel and above	3.6%	3.9%	4.1% <sup>P</sup>	4.4% <sup>P</sup>	4.5% <sup>P</sup>
Major and below	12.5%	12.8%	13.2% <sup>P</sup>	13.5% <sup>P</sup>	13.8% <sup>P</sup>
<b>Total Other Ranks</b>	<b>8.7%</b>	<b>8.7%</b>	<b>8.8%</b> <sup>P</sup>	<b>8.9%</b> <sup>P</sup>	<b>8.9%</b> <sup>P</sup>
Sergeant and above	5.1%	5.5%	5.8% <sup>P</sup>	6.1% <sup>P</sup>	6.5% <sup>P</sup>
Corporal and below	10.1%	10.0%	10.0% <sup>P</sup>	10.0% <sup>P</sup>	9.9% <sup>P</sup>

Source: DASA(Quad Service)

<sup>1</sup> Figures are for UK Regular Forces and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists. The Royal Irish Regiment disbanded on 31 March 2008. <sup>2</sup> Percentages are calculated from unrounded data. p denotes provisional. Due to ongoing validation of data from the Joint Personnel Administration System, Army strength statistics from 1 April 2007, and Naval Service and RAF strength statistics from 1 May 2007 are provisional and subject to review.

Due to the rounding methods used, totals may not always equal the sum of the parts. When rounding to the nearest 10, numbers ending in 5 have been rounded to the nearest multiple of 20 to prevent systematic bias.

**Table A4: Strength of Royal Navy Personnel by Gender and Paid Rank at April 2009<sup>1</sup>**

	Number				
	2005	2006	2007	2008	2009
<b>Total</b>	<b>39,940</b>	<b>39,390</b>	<b>38,860</b>	<b>38,570</b> <sup>P</sup>	<b>38,340</b> <sup>P</sup>
<b>Total Officers</b>	<b>7,730</b>	<b>7,660</b>	<b>7,580</b>	<b>7,480</b> <sup>P</sup>	<b>7,410</b> <sup>P</sup>
Commander and above	1,510	1,500	1,510	1,490 <sup>P</sup>	1,520 <sup>P</sup>
Lieutenant Commander and below	6,220	6,160	6,060	5,990 <sup>P</sup>	5,900 <sup>P</sup>
<b>Total Other Ranks</b>	<b>32,210</b>	<b>31,730</b>	<b>31,280</b>	<b>31,090</b> <sup>P</sup>	<b>30,930</b> <sup>P</sup>
Petty Officer and above	11,030	10,950	10,680	10,500 <sup>P</sup>	10,210 <sup>P</sup>
Leading Hand and below	21,190	20,790	20,600	20,600 <sup>P</sup>	20,720 <sup>P</sup>
<b>Male</b>	<b>36,250</b>	<b>35,720</b>	<b>35,210</b>	<b>34,900</b> <sup>P</sup>	<b>34,680</b> <sup>P</sup>
<b>Total Officers</b>	<b>7,070</b>	<b>6,980</b>	<b>6,900</b>	<b>6,780</b> <sup>P</sup>	<b>6,700</b> <sup>P</sup>
Commander and above	1,480	1,470	1,480	1,460 <sup>P</sup>	1,480 <sup>P</sup>
Lieutenant Commander and below	5,590	5,510	5,420	5,330 <sup>P</sup>	5,220 <sup>P</sup>
<b>Total Other Ranks</b>	<b>29,180</b>	<b>28,740</b>	<b>28,310</b>	<b>28,110</b> <sup>P</sup>	<b>27,980</b> <sup>P</sup>
Petty Officer and above	10,540	10,440	10,180	9,960 <sup>P</sup>	9,670 <sup>P</sup>
Leading Hand and below	18,640	18,300	18,140	18,150 <sup>P</sup>	18,310 <sup>P</sup>
<b>Female</b>	<b>3,690</b>	<b>3,670</b>	<b>3,650</b>	<b>3,680</b> <sup>P</sup>	<b>3,660</b> <sup>P</sup>
<b>Total Officers</b>	<b>660</b>	<b>680</b>	<b>680</b>	<b>700</b> <sup>P</sup>	<b>720</b> <sup>P</sup>
Commander and above	20	30	40	30 <sup>P</sup>	40 <sup>P</sup>
Lieutenant Commander and below	640	650	640	670 <sup>P</sup>	680 <sup>P</sup>
<b>Total Other Ranks</b>	<b>3,030</b>	<b>3,000</b>	<b>2,970</b>	<b>2,980</b> <sup>P</sup>	<b>2,950</b> <sup>P</sup>
Petty Officer and above	490	510	510	530 <sup>P</sup>	540 <sup>P</sup>
Leading Hand and below	2,540	2,490	2,460	2,440 <sup>P</sup>	2,400 <sup>P</sup>

**Females as a percentage of total<sup>2</sup>**

<b>All grades</b>	<b>9.2%</b>	<b>9.3%</b>	<b>9.4%</b>	<b>9.5%</b> <sup>P</sup>	<b>9.6%</b> <sup>P</sup>
<b>Total Officers</b>	<b>8.6%</b>	<b>8.8%</b>	<b>9.0%</b>	<b>9.4%</b> <sup>P</sup>	<b>9.7%</b> <sup>P</sup>
Commander and above	1.7%	1.9%	2.3%	2.3% <sup>P</sup>	2.4% <sup>P</sup>
Lieutenant Commander and below	10.2%	10.5%	10.6%	11.1% <sup>P</sup>	11.5% <sup>P</sup>
<b>Total Other Ranks</b>	<b>9.4%</b>	<b>9.4%</b>	<b>9.5%</b>	<b>9.6%</b> <sup>P</sup>	<b>9.5%</b> <sup>P</sup>
Petty Officer and above	4.5%	4.6%	4.8%	5.1% <sup>P</sup>	5.3% <sup>P</sup>
Leading Hand and below	12.0%	12.0%	11.9%	11.9% <sup>P</sup>	11.6% <sup>P</sup>

Source: DASA(Quad Service)

<sup>1</sup> Figures are for UK Regular Forces and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists. The Royal Irish Regiment disbanded on 31 March 2008. <sup>2</sup> Percentages are calculated from unrounded data. p denotes provisional.

Due to ongoing validation of data from the Joint Personnel Administration System, Army strength statistics from 1 April 2007, and Naval Service and RAF strength statistics from 1 May 2007 are provisional and subject to review.

Due to the rounding methods used, totals may not always equal the sum of the parts. When rounding to the nearest 10, numbers ending in 5 have been rounded to the nearest multiple of 20 to prevent systematic bias.

**Table A5: Strength of Army Personnel by Gender and Paid Rank at April 2009<sup>1</sup>**

	Number				
	2005	2006	2007	2008	2009
<b>Total</b>	<b>109,290</b>	<b>107,730</b>	<b>106,170</b> <sup>P</sup>	<b>105,090</b> <sup>P</sup>	<b>106,460</b> <sup>P</sup>
<b>Total Officers</b>	<b>14,660</b>	<b>14,730</b>	<b>14,630</b> <sup>P</sup>	<b>14,560</b> <sup>P</sup>	<b>14,510</b> <sup>P</sup>
Lieutenant Colonel and above	2,550	2,530	2,550 <sup>P</sup>	2,600 <sup>P</sup>	2,620 <sup>P</sup>
Major and below	12,110	12,200	12,080 <sup>P</sup>	11,960 <sup>P</sup>	11,890 <sup>P</sup>
<b>Total Other Ranks</b>	<b>94,630</b>	<b>93,000</b>	<b>91,540</b> <sup>P</sup>	<b>90,530</b> <sup>P</sup>	<b>91,950</b> <sup>P</sup>
Sergeant and above	23,140	22,850	22,660 <sup>P</sup>	22,480 <sup>P</sup>	22,550 <sup>P</sup>
Corporal and below	71,490	70,150	68,870 <sup>P</sup>	68,050 <sup>P</sup>	69,400 <sup>P</sup>
<b>Male</b>	<b>101,080</b>	<b>99,550</b>	<b>97,990</b> <sup>P</sup>	<b>96,860</b> <sup>P</sup>	<b>98,140</b> <sup>P</sup>
<b>Total Officers</b>	<b>13,110</b>	<b>13,140</b>	<b>13,000</b> <sup>P</sup>	<b>12,920</b> <sup>P</sup>	<b>12,880</b> <sup>P</sup>
Lieutenant Colonel and above	2,460	2,440	2,460 <sup>P</sup>	2,500 <sup>P</sup>	2,490 <sup>P</sup>
Major and below	10,650	10,700	10,550 <sup>P</sup>	10,420 <sup>P</sup>	10,390 <sup>P</sup>
<b>Total Other Ranks</b>	<b>87,970</b>	<b>86,410</b>	<b>84,980</b> <sup>P</sup>	<b>83,940</b> <sup>P</sup>	<b>85,260</b> <sup>P</sup>
Sergeant and above	21,980	21,590	21,330 <sup>P</sup>	21,090 <sup>P</sup>	21,070 <sup>P</sup>
Corporal and below	65,990	64,820	63,650 <sup>P</sup>	62,840 <sup>P</sup>	64,190 <sup>P</sup>
<b>Female</b>	<b>8,210</b>	<b>8,180</b>	<b>8,180</b> <sup>P</sup>	<b>8,240</b> <sup>P</sup>	<b>8,320</b> <sup>P</sup>
<b>Total Officers</b>	<b>1,550</b>	<b>1,590</b>	<b>1,630</b> <sup>P</sup>	<b>1,640</b> <sup>P</sup>	<b>1,620</b> <sup>P</sup>
Lieutenant Colonel and above	90	100	100 <sup>P</sup>	110 <sup>P</sup>	120 <sup>P</sup>
Major and below	1,460	1,500	1,540 <sup>P</sup>	1,530 <sup>P</sup>	1,500 <sup>P</sup>
<b>Total Other Ranks</b>	<b>6,660</b>	<b>6,590</b>	<b>6,550</b> <sup>P</sup>	<b>6,600</b> <sup>P</sup>	<b>6,700</b> <sup>P</sup>
Sergeant and above	1,160	1,260	1,330 <sup>P</sup>	1,380 <sup>P</sup>	1,480 <sup>P</sup>
Corporal and below	5,500	5,340	5,220 <sup>P</sup>	5,210 <sup>P</sup>	5,220 <sup>P</sup>

**Females as a percentage of total<sup>2</sup>**

<b>All grades</b>	<b>7.5%</b>	<b>7.6%</b>	<b>7.7%</b> <sup>P</sup>	<b>7.8%</b> <sup>P</sup>	<b>7.8%</b> <sup>P</sup>
<b>Total Officers</b>	<b>10.6%</b>	<b>10.8%</b>	<b>11.1%</b> <sup>P</sup>	<b>11.3%</b> <sup>P</sup>	<b>11.2%</b> <sup>P</sup>
Lieutenant Colonel and above	3.5%	3.8%	3.8% <sup>P</sup>	4.2% <sup>P</sup>	4.6% <sup>P</sup>
Major and below	12.1%	12.3%	12.7% <sup>P</sup>	12.8% <sup>P</sup>	12.6% <sup>P</sup>
<b>Total Other Ranks</b>	<b>7.0%</b>	<b>7.1%</b>	<b>7.2%</b> <sup>P</sup>	<b>7.3%</b> <sup>P</sup>	<b>7.3%</b> <sup>P</sup>
Sergeant and above	5.0%	5.5%	5.9% <sup>P</sup>	6.1% <sup>P</sup>	6.5% <sup>P</sup>
Corporal and below	7.7%	7.6%	7.6% <sup>P</sup>	7.7% <sup>P</sup>	7.5% <sup>P</sup>

Source: DASA(Quad Service)

<sup>1</sup> Figures are for UK Regular Forces and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists. The Royal Irish Regiment disbanded on 31 March 2008. <sup>2</sup> Percentages are calculated from unrounded data. p denotes provisional. Due to ongoing validation of data from the Joint Personnel Administration System, Army strength statistics from 1 April 2007, and Naval Service and RAF strength statistics from 1 May 2007 are provisional and subject to review.

Due to the rounding methods used, totals may not always equal the sum of the parts. When rounding to the nearest 10, numbers ending in 5 have been rounded to the nearest multiple of 20 to prevent systematic bias.

**Table A6: Strength of Royal Air Force Personnel by Gender and Paid Rank at April 2009<sup>1</sup>**

	2005	2006	2007	2008	2009
<b>Total</b>	<b>51,870</b>	<b>48,730</b>	<b>45,370</b>	<b>43,390</b> <sup>P</sup>	<b>43,570</b> <sup>P</sup>
<b>Total Officers</b>	<b>10,620</b>	<b>10,310</b>	<b>9,890</b>	<b>9,670</b> <sup>P</sup>	<b>9,770</b> <sup>P</sup>
Wing Commander and above	1,790	1,720	1,690	1,650 <sup>P</sup>	1,650 <sup>P</sup>
Squadron Leader and below	8,830	8,590	8,210	8,020 <sup>P</sup>	8,120 <sup>P</sup>
<b>Total Other Ranks</b>	<b>41,250</b>	<b>38,420</b>	<b>35,480</b>	<b>33,720</b> <sup>P</sup>	<b>33,800</b> <sup>P</sup>
Sergeant and above	12,760	12,310	11,570	10,990 <sup>P</sup>	10,650 <sup>P</sup>
Corporal and below	28,490	26,100	23,910	22,730 <sup>P</sup>	23,140 <sup>P</sup>

<b>Male</b>	<b>45,610</b>	<b>42,710</b>	<b>39,560</b>	<b>37,680</b> <sup>P</sup>	<b>37,700</b> <sup>P</sup>
<b>Total Officers</b>	<b>9,230</b>	<b>8,900</b>	<b>8,480</b>	<b>8,250</b> <sup>P</sup>	<b>8,280</b> <sup>P</sup>
Wing Commander and above	1,690	1,620	1,580	1,540 <sup>P</sup>	1,550 <sup>P</sup>
Squadron Leader and below	7,540	7,280	6,900	6,700 <sup>P</sup>	6,730 <sup>P</sup>
<b>Total Other Ranks</b>	<b>36,380</b>	<b>33,810</b>	<b>31,080</b>	<b>29,430</b> <sup>P</sup>	<b>29,420</b> <sup>P</sup>
Sergeant and above	12,030	11,540	10,790	10,210 <sup>P</sup>	9,830 <sup>P</sup>
Corporal and below	24,350	22,280	20,290	19,230 <sup>P</sup>	19,590 <sup>P</sup>

<b>Female</b>	<b>6,260</b>	<b>6,020</b>	<b>5,810</b>	<b>5,710</b> <sup>P</sup>	<b>5,870</b> <sup>P</sup>
<b>Total Officers</b>	<b>1,390</b>	<b>1,410</b>	<b>1,410</b>	<b>1,420</b> <sup>P</sup>	<b>1,490</b> <sup>P</sup>
Wing Commander and above	100	100	110	110 <sup>P</sup>	100 <sup>P</sup>
Squadron Leader and below	1,290	1,310	1,300	1,310 <sup>P</sup>	1,390 <sup>P</sup>
<b>Total Other Ranks</b>	<b>4,870</b>	<b>4,600</b>	<b>4,400</b>	<b>4,290</b> <sup>P</sup>	<b>4,380</b> <sup>P</sup>
Sergeant and above	730	780	780	780 <sup>P</sup>	820 <sup>P</sup>
Corporal and below	4,140	3,820	3,620	3,510 <sup>P</sup>	3,550 <sup>P</sup>

**Females as a percentage of total<sup>2</sup>**

<b>All grades</b>	<b>12.1%</b>	<b>12.3%</b>	<b>12.8%</b>	<b>13.2%</b> <sup>P</sup>	<b>13.5%</b> <sup>P</sup>
<b>Total Officers</b>	<b>13.1%</b>	<b>13.7%</b>	<b>14.3%</b>	<b>14.7%</b> <sup>P</sup>	<b>15.2%</b> <sup>P</sup>
Wing Commander and above	5.5%	5.9%	6.3%	6.5% <sup>P</sup>	6.2% <sup>P</sup>
Squadron Leader and below	14.6%	15.3%	15.9%	16.4% <sup>P</sup>	17.1% <sup>P</sup>
<b>Total Other Ranks</b>	<b>11.8%</b>	<b>12.0%</b>	<b>12.4%</b>	<b>12.7%</b> <sup>P</sup>	<b>13.0%</b> <sup>P</sup>
Sergeant and above	5.7%	6.3%	6.7%	7.1% <sup>P</sup>	7.7% <sup>P</sup>
Corporal and below	14.5%	14.7%	15.2%	15.4% <sup>P</sup>	15.4% <sup>P</sup>

Source: DASA(Quad Service)

<sup>1</sup> Figures are for UK Regular Forces and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists. The Royal Irish Regiment disbanded on 31 March 2008. <sup>2</sup> Percentages are calculated from unrounded data.

p denotes provisional. Due to ongoing validation of data from the Joint Personnel Administration System, Army strength statistics from 1 April 2007, and Naval Service and RAF strength statistics from 1 May 2007 are provisional and subject to review.

Due to the rounding methods used, totals may not always equal the sum of the parts. When rounding to the nearest 10, numbers ending in 5 have been rounded to the nearest multiple of 20 to prevent systematic bias.

**Table A7: Strength of Service Personnel by Ethnicity and Paid Rank at April 2009<sup>1</sup>**

	Number				
	2005	2006	2007	2008	2009
<b>White</b>	<b>177,665</b>	<b>173,710</b>	<b>167,315</b> <sup>P</sup>	<b>164,250</b> <sup>P</sup>	<b>164,615</b> <sup>P</sup>
<b>Total Officers</b>	<b>29,720</b>	<b>29,615</b>	<b>28,700</b> <sup>P</sup>	<b>28,610</b> <sup>P</sup>	<b>28,265</b> <sup>P</sup>
Lieutenant Colonel and above	5,460	5,400	5,395 <sup>P</sup>	5,405 <sup>P</sup>	5,365 <sup>P</sup>
Major and below	24,260	24,215	23,305 <sup>P</sup>	23,205 <sup>P</sup>	22,900 <sup>P</sup>
<b>Total Other Ranks</b>	<b>147,945</b>	<b>144,095</b>	<b>138,610</b> <sup>P</sup>	<b>135,640</b> <sup>P</sup>	<b>136,350</b> <sup>P</sup>
Sergeant and above	43,035	42,310	40,960 <sup>P</sup>	40,230 <sup>P</sup>	39,450 <sup>P</sup>
Corporal and below	104,915	101,785	97,650 <sup>P</sup>	95,410 <sup>P</sup>	96,900 <sup>P</sup>
<b>Ethnic Minorities</b>	<b>9,885</b>	<b>10,180</b>	<b>10,360</b> <sup>P</sup>	<b>10,600</b> <sup>P</sup>	<b>11,380</b> <sup>P</sup>
<b>Total Officers</b>	<b>740</b>	<b>735</b>	<b>730</b> <sup>P</sup>	<b>730</b> <sup>P</sup>	<b>740</b> <sup>P</sup>
Lieutenant Colonel and above	120	110	115 <sup>P</sup>	100 <sup>P</sup>	105 <sup>P</sup>
Major and below	620	620	615 <sup>P</sup>	625 <sup>P</sup>	630 <sup>P</sup>
<b>Total Other Ranks</b>	<b>9,145</b>	<b>9,450</b>	<b>9,630</b> <sup>P</sup>	<b>9,870</b> <sup>P</sup>	<b>10,640</b> <sup>P</sup>
Sergeant and above	1,070	1,005	950 <sup>P</sup>	895 <sup>P</sup>	900 <sup>P</sup>
Corporal and below	8,075	8,445	8,675 <sup>P</sup>	8,975 <sup>P</sup>	9,740 <sup>P</sup>
<b>Unknown</b>	<b>13,545</b>	<b>11,955</b>	<b>12,725</b> <sup>P</sup>	<b>12,210</b> <sup>P</sup>	<b>12,370</b> <sup>P</sup>
<b>Total Officers</b>	<b>2,545</b>	<b>2,350</b>	<b>2,670</b> <sup>P</sup>	<b>2,380</b> <sup>P</sup>	<b>2,685</b> <sup>P</sup>
Lieutenant Colonel and above	265	235	240 <sup>P</sup>	245 <sup>P</sup>	310 <sup>P</sup>
Major and below	2,280	2,115	2,430 <sup>P</sup>	2,135 <sup>P</sup>	2,370 <sup>P</sup>
<b>Total Other Ranks</b>	<b>11,000</b>	<b>9,605</b>	<b>10,055</b> <sup>P</sup>	<b>9,830</b> <sup>P</sup>	<b>9,690</b> <sup>P</sup>
Sergeant and above	2,825	2,795	2,885 <sup>P</sup>	2,830 <sup>P</sup>	3,065 <sup>P</sup>
Corporal and below	8,175	6,810	7,170 <sup>P</sup>	7,000 <sup>P</sup>	6,625 <sup>P</sup>
<b>Ethnic minorities as a percentage of declared total<sup>2,3</sup></b>					
<b>All grades</b>	<b>5.3%</b>	<b>5.5%</b>	<b>5.8%</b> <sup>P</sup>	<b>6.1%</b> <sup>P</sup>	<b>6.5%</b> <sup>P</sup>
<b>Total Officers</b>	<b>2.4%</b>	<b>2.4%</b>	<b>2.5%</b> <sup>P</sup>	<b>2.5%</b> <sup>P</sup>	<b>2.5%</b> <sup>P</sup>
Lieutenant Colonel and above	2.2%	2.0%	2.1% <sup>P</sup>	1.8% <sup>P</sup>	2.0% <sup>P</sup>
Major and below	2.5%	2.5%	2.6% <sup>P</sup>	2.6% <sup>P</sup>	2.7% <sup>P</sup>
<b>Total Other Ranks</b>	<b>5.8%</b>	<b>6.2%</b>	<b>6.5%</b> <sup>P</sup>	<b>6.8%</b> <sup>P</sup>	<b>7.2%</b> <sup>P</sup>
Sergeant and above	2.4%	2.3%	2.3% <sup>P</sup>	2.2% <sup>P</sup>	2.2% <sup>P</sup>
Corporal and below	7.1%	7.7%	8.2% <sup>P</sup>	8.6% <sup>P</sup>	9.1% <sup>P</sup>

Source: DASA(Quad Service)

<sup>1</sup> Figures are for UK Regular Forces and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists. The Royal Irish Regiment disbanded on 31 March 2008. <sup>2</sup> Percentages are calculated from unrounded data.

<sup>3</sup> Percentages are calculated from total declared ethnicity.

p denotes provisional. Due to ongoing validation of data from the Joint Personnel Administration System, Army strength statistics from 1 April 2007, and Naval Service and RAF strength statistics from 1 May 2007 are provisional and subject to review. Ethnicity figures are rounded to 5 and may not sum to the totals shown.

**Table A8: Strength of Royal Navy Personnel by Ethnicity and Paid Rank at April 2009<sup>1</sup>**

	Number				
	2005	2006	2007	2008	2009
<b>White</b>	<b>37,465</b>	<b>37,260</b>	<b>35,485</b>	<b>35,690</b> <sup>P</sup>	<b>35,280</b> <sup>P</sup>
<b>Total Officers</b>	<b>7,270</b>	<b>7,285</b>	<b>6,965</b>	<b>7,060</b> <sup>P</sup>	<b>6,975</b> <sup>P</sup>
Commander and above	1,440	1,445	1,460	1,440 <sup>P</sup>	1,455 <sup>P</sup>
Lieutenant Commander and below	5,830	5,840	5,505	5,620 <sup>P</sup>	5,520 <sup>P</sup>
<b>Total Other Ranks</b>	<b>30,195</b>	<b>29,980</b>	<b>28,525</b>	<b>28,630</b> <sup>P</sup>	<b>28,305</b> <sup>P</sup>
Petty Officer and above	10,515	10,555	10,290	10,115 <sup>P</sup>	9,780 <sup>P</sup>
Leading Hand and below	19,680	19,425	18,235	18,510 <sup>P</sup>	18,525 <sup>P</sup>
<b>Ethnic Minorities</b>	<b>960</b>	<b>995</b>	<b>985</b>	<b>1,125</b> <sup>P</sup>	<b>1,200</b> <sup>P</sup>
<b>Total Officers</b>	<b>115</b>	<b>120</b>	<b>110</b>	<b>110</b> <sup>P</sup>	<b>115</b> <sup>P</sup>
Commander and above	20	20	20	20 <sup>P</sup>	20 <sup>P</sup>
Lieutenant Commander and below	95	100	90	90 <sup>P</sup>	95 <sup>P</sup>
<b>Total Other Ranks</b>	<b>840</b>	<b>875</b>	<b>875</b>	<b>1,015</b> <sup>P</sup>	<b>1,080</b> <sup>P</sup>
Petty Officer and above	150	155	150	145 <sup>P</sup>	145 <sup>P</sup>
Leading Hand and below	690	720	725	870 <sup>P</sup>	935 <sup>P</sup>
<b>Unknown</b>	<b>1,520</b>	<b>1,135</b>	<b>2,385</b>	<b>1,760</b> <sup>P</sup>	<b>1,865</b> <sup>P</sup>
<b>Total Officers</b>	<b>345</b>	<b>255</b>	<b>505</b>	<b>310</b> <sup>P</sup>	<b>320</b> <sup>P</sup>
Commander and above	50	35	35	30 <sup>P</sup>	40 <sup>P</sup>
Lieutenant Commander and below	295	225	470	280 <sup>P</sup>	280 <sup>P</sup>
<b>Total Other Ranks</b>	<b>1,175</b>	<b>880</b>	<b>1,880</b>	<b>1,450</b> <sup>P</sup>	<b>1,545</b> <sup>P</sup>
Petty Officer and above	360	235	245	235 <sup>P</sup>	290 <sup>P</sup>
Leading Hand and below	815	640	1,635	1,215 <sup>P</sup>	1,255 <sup>P</sup>
<b>Ethnic minorities as a percentage of declared total<sup>2,3</sup></b>					
<b>All grades</b>	<b>2.5%</b>	<b>2.6%</b>	<b>2.7%</b>	<b>3.1%</b> <sup>P</sup>	<b>3.3%</b> <sup>P</sup>
<b>Total Officers</b>	<b>1.6%</b>	<b>1.6%</b>	<b>1.5%</b>	<b>1.5%</b> <sup>P</sup>	<b>1.6%</b> <sup>P</sup>
Commander and above	1.4%	1.4%	1.4%	1.3% <sup>P</sup>	1.5% <sup>P</sup>
Lieutenant Commander and below	1.6%	1.7%	1.6%	1.6% <sup>P</sup>	1.7% <sup>P</sup>
<b>Total Other Ranks</b>	<b>2.7%</b>	<b>2.8%</b>	<b>3.0%</b>	<b>3.4%</b> <sup>P</sup>	<b>3.7%</b> <sup>P</sup>
Petty Officer and above	1.4%	1.5%	1.4%	1.4% <sup>P</sup>	1.5% <sup>P</sup>
Leading Hand and below	3.4%	3.6%	3.8%	4.5% <sup>P</sup>	4.8% <sup>P</sup>

Source: DASA(Quad Service)

<sup>1</sup> Figures are for UK Regular Forces and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists. The Royal Irish Regiment disbanded on 31 March 2008. <sup>2</sup> Percentages are calculated from unrounded data. <sup>3</sup> Percentages are calculated from total declared ethnicity. p denotes provisional.

Due to ongoing validation of data from the Joint Personnel Administration System, Army strength statistics from 1 April 2007, and Naval Service and RAF strength statistics from 1 May 2007 are provisional and subject to review.

Ethnicity figures are rounded to 5 and may not sum to the totals shown.

**Table A9: Strength of Army by Ethnicity and Paid Rank at April 2009<sup>1</sup>**

	2005	2006	2007	2008	Number 2009
<b>White</b>	<b>94,595</b>	<b>93,490</b>	<b>92,000</b> <sup>p</sup>	<b>89,625</b> <sup>p</sup>	<b>89,845</b> <sup>p</sup>
<b>Total Officers</b>	<b>13,425</b>	<b>13,545</b>	<b>13,475</b> <sup>p</sup>	<b>13,220</b> <sup>p</sup>	<b>12,825</b> <sup>p</sup>
Lieutenant Colonel and above	2,370	2,365	2,385 <sup>p</sup>	2,440 <sup>p</sup>	2,410 <sup>p</sup>
Major and below	11,055	11,180	11,090 <sup>p</sup>	10,775 <sup>p</sup>	10,415 <sup>p</sup>
<b>Total Other Ranks</b>	<b>81,170</b>	<b>79,945</b>	<b>78,525</b> <sup>p</sup>	<b>76,405</b> <sup>p</sup>	<b>77,020</b> <sup>p</sup>
Sergeant and above	21,005	20,685	20,310 <sup>p</sup>	20,185 <sup>p</sup>	19,995 <sup>p</sup>
Corporal and below	60,165	59,260	58,215 <sup>p</sup>	56,220 <sup>p</sup>	57,025 <sup>p</sup>
<b>Ethnic Minorities</b>	<b>7,780</b>	<b>8,150</b>	<b>8,435</b> <sup>p</sup>	<b>8,610</b> <sup>p</sup>	<b>9,315</b> <sup>p</sup>
<b>Total Officers</b>	<b>380</b>	<b>390</b>	<b>405</b> <sup>p</sup>	<b>410</b> <sup>p</sup>	<b>395</b> <sup>p</sup>
Lieutenant Colonel and above	55	50	50 <sup>p</sup>	45 <sup>p</sup>	45 <sup>p</sup>
Major and below	325	340	355 <sup>p</sup>	370 <sup>p</sup>	350 <sup>p</sup>
<b>Total Other Ranks</b>	<b>7,400</b>	<b>7,760</b>	<b>8,030</b> <sup>p</sup>	<b>8,195</b> <sup>p</sup>	<b>8,920</b> <sup>p</sup>
Sergeant and above	620	575	555 <sup>p</sup>	530 <sup>p</sup>	565 <sup>p</sup>
Corporal and below	6,780	7,185	7,480 <sup>p</sup>	7,665 <sup>p</sup>	8,355 <sup>p</sup>
<b>Unknown</b>	<b>6,910</b>	<b>6,090</b>	<b>5,730</b> <sup>p</sup>	<b>6,860</b> <sup>p</sup>	<b>7,300</b> <sup>p</sup>
<b>Total Officers</b>	<b>850</b>	<b>795</b>	<b>755</b> <sup>p</sup>	<b>930</b> <sup>p</sup>	<b>1,285</b> <sup>p</sup>
Lieutenant Colonel and above	125	115	115 <sup>p</sup>	120 <sup>p</sup>	155 <sup>p</sup>
Major and below	725	680	640 <sup>p</sup>	810 <sup>p</sup>	1,130 <sup>p</sup>
<b>Total Other Ranks</b>	<b>6,065</b>	<b>5,295</b>	<b>4,975</b> <sup>p</sup>	<b>5,930</b> <sup>p</sup>	<b>6,015</b> <sup>p</sup>
Sergeant and above	1,515	1,590	1,680 <sup>p</sup>	1,760 <sup>p</sup>	1,990 <sup>p</sup>
Corporal and below	4,550	3,710	3,295 <sup>p</sup>	4,165 <sup>p</sup>	4,025 <sup>p</sup>
<b>Ethnic minorities as a percentage of declared total<sup>2,3</sup></b>					
<b>All grades</b>	<b>7.6%</b>	<b>8.0%</b>	<b>8.4%</b> <sup>p</sup>	<b>8.8%</b> <sup>p</sup>	<b>9.4%</b> <sup>p</sup>
<b>Total Officers</b>	<b>2.8%</b>	<b>2.8%</b>	<b>2.9%</b> <sup>p</sup>	<b>3.0%</b> <sup>p</sup>	<b>3.0%</b> <sup>p</sup>
Lieutenant Colonel and above	2.3%	2.1%	2.0% <sup>p</sup>	1.8% <sup>p</sup>	1.9% <sup>p</sup>
Major and below	2.9%	2.9%	3.1% <sup>p</sup>	3.3% <sup>p</sup>	3.3% <sup>p</sup>
<b>Total Other Ranks</b>	<b>8.4%</b>	<b>8.8%</b>	<b>9.3%</b> <sup>p</sup>	<b>9.7%</b> <sup>p</sup>	<b>10.4%</b> <sup>p</sup>
Sergeant and above	2.9%	2.7%	2.7% <sup>p</sup>	2.6% <sup>p</sup>	2.7% <sup>p</sup>
Corporal and below	10.1%	10.8%	11.4% <sup>p</sup>	12.0% <sup>p</sup>	12.8% <sup>p</sup>

Source: DASA(Quad Service)

<sup>1</sup> Figures are for UK Regular Forces and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists. The Royal Irish Regiment disbanded on 31 March 2008.

<sup>2</sup> Percentages are calculated from unrounded data. <sup>3</sup> Percentages are calculated from total declared ethnicity. p denotes provisional.

Due to ongoing validation of data from the Joint Personnel Administration System, Army strength statistics from 1 April 2007, and Naval Service and RAF strength statistics from 1 May 2007 are provisional and subject to review.

Ethnicity figures are rounded to 5 and may not sum to the totals shown.

**Table A10: Strength of Royal Air Force Personnel by Ethnicity and Paid Rank at April 2009<sup>1</sup>**

	Number				
	2005	2006	2007	2008	2009
<b>White</b>	<b>45,605</b>	<b>42,960</b>	<b>39,825</b>	<b>38,935</b> <sup>P</sup>	<b>39,490</b> <sup>P</sup>
<b>Total Officers</b>	<b>9,025</b>	<b>8,785</b>	<b>8,265</b>	<b>8,330</b> <sup>P</sup>	<b>8,465</b> <sup>P</sup>
Wing Commander and above	1,655	1,590	1,550	1,520 <sup>P</sup>	1,500 <sup>P</sup>
Squadron Leader and below	7,370	7,195	6,715	6,810 <sup>P</sup>	6,965 <sup>P</sup>
<b>Total Other Ranks</b>	<b>36,580</b>	<b>34,175</b>	<b>31,560</b>	<b>30,605</b> <sup>P</sup>	<b>31,025</b> <sup>P</sup>
Sergeant and above	11,510	11,070	10,360	9,930 <sup>P</sup>	9,675 <sup>P</sup>
Corporal and below	25,070	23,100	21,205	20,675 <sup>P</sup>	21,350 <sup>P</sup>
<b>Ethnic Minorities</b>	<b>1,150</b>	<b>1,040</b>	<b>935</b>	<b>865</b> <sup>P</sup>	<b>870</b> <sup>P</sup>
<b>Total Officers</b>	<b>245</b>	<b>225</b>	<b>215</b>	<b>205</b> <sup>P</sup>	<b>225</b> <sup>P</sup>
Wing Commander and above	45	40	45	40 <sup>P</sup>	40 <sup>P</sup>
Squadron Leader and below	195	185	170	170 <sup>P</sup>	185 <sup>P</sup>
<b>Total Other Ranks</b>	<b>905</b>	<b>815</b>	<b>720</b>	<b>660</b> <sup>P</sup>	<b>645</b> <sup>P</sup>
Sergeant and above	295	275	250	220 <sup>P</sup>	190 <sup>P</sup>
Corporal and below	610	540	470	440 <sup>P</sup>	450 <sup>P</sup>
<b>Unknown</b>	<b>5,115</b>	<b>4,730</b>	<b>4,605</b>	<b>3,590</b> <sup>P</sup>	<b>3,210</b> <sup>P</sup>
<b>Total Officers</b>	<b>1,350</b>	<b>1,305</b>	<b>1,410</b>	<b>1,135</b> <sup>P</sup>	<b>1,080</b> <sup>P</sup>
Wing Commander and above	90	90	90	95 <sup>P</sup>	115 <sup>P</sup>
Squadron Leader and below	1,260	1,215	1,320	1,040 <sup>P</sup>	965 <sup>P</sup>
<b>Total Other Ranks</b>	<b>3,765</b>	<b>3,430</b>	<b>3,195</b>	<b>2,455</b> <sup>P</sup>	<b>2,130</b> <sup>P</sup>
Sergeant and above	950	970	960	835 <sup>P</sup>	785 <sup>P</sup>
Corporal and below	2,810	2,460	2,235	1,620 <sup>P</sup>	1,345 <sup>P</sup>
<b>Ethnic minorities as a percentage of declared total<sup>2,3</sup></b>					
<b>All grades</b>	<b>2.5%</b>	<b>2.4%</b>	<b>2.3%</b>	<b>2.2%</b> <sup>P</sup>	<b>2.2%</b> <sup>P</sup>
<b>Total Officers</b>	<b>2.6%</b>	<b>2.5%</b>	<b>2.5%</b>	<b>2.4%</b> <sup>P</sup>	<b>2.6%</b> <sup>P</sup>
Wing Commander and above	2.8%	2.6%	2.8%	2.4% <sup>P</sup>	2.5% <sup>P</sup>
Squadron Leader and below	2.6%	2.5%	2.5%	2.4% <sup>P</sup>	2.6% <sup>P</sup>
<b>Total Other Ranks</b>	<b>2.4%</b>	<b>2.3%</b>	<b>2.2%</b>	<b>2.1%</b> <sup>P</sup>	<b>2.0%</b> <sup>P</sup>
Sergeant and above	2.5%	2.4%	2.3%	2.2% <sup>P</sup>	1.9% <sup>P</sup>
Corporal and below	2.4%	2.3%	2.2%	2.1% <sup>P</sup>	2.1% <sup>P</sup>

Source: DASA(Quad Service)

<sup>1</sup> Figures are for UK Regular Forces and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists. The Royal Irish Regiment disbanded on 31 March 2008. <sup>2</sup> Percentages are calculated from unrounded data. <sup>3</sup> Percentages are calculated from total declared ethnicity. p denotes provisional.

Due to ongoing validation of data from the Joint Personnel Administration System, Army strength statistics from 1 April 2007, and Naval Service and RAF strength statistics from 1 May 2007 are provisional and subject to review.

Ethnicity figures are rounded to 5 and may not sum to the totals shown.

**Table A11: Intake to UK Regular Forces from Civil Life by Gender during 2008/09<sup>1</sup>**

	Total	Male	Female	Numbers and Percentages <sup>2</sup>	
				Male	Female
<b>All Services</b>	<b>22,770<sup>p</sup></b>	<b>20,690<sup>p</sup></b>	<b>2,080<sup>p</sup></b>	<b>90.9%<sup>p</sup></b>	<b>9.1%<sup>p</sup></b>
Officers	1,500 <sup>p</sup>	1,250 <sup>p</sup>	250 <sup>p</sup>	83.1% <sup>p</sup>	16.9% <sup>p</sup>
Other Ranks	21,260 <sup>p</sup>	19,440 <sup>p</sup>	1,830 <sup>p</sup>	91.4% <sup>p</sup>	8.6% <sup>p</sup>
<b>Naval Service</b>	<b>4,000<sup>p</sup></b>	<b>3,590<sup>p</sup></b>	<b>410<sup>p</sup></b>	<b>89.8%<sup>p</sup></b>	<b>10.2%<sup>p</sup></b>
Officers	210 <sup>p</sup>	180 <sup>p</sup>	30 <sup>p</sup>	85.6% <sup>p</sup>	14.4% <sup>p</sup>
Other Ranks	3,800 <sup>p</sup>	3,420 <sup>p</sup>	380 <sup>p</sup>	90.0% <sup>p</sup>	10.0% <sup>p</sup>
<b>Army<sup>1</sup></b>	<b>14,510<sup>p</sup></b>	<b>13,500<sup>p</sup></b>	<b>1,020<sup>p</sup></b>	<b>93.0%<sup>p</sup></b>	<b>7.0%<sup>p</sup></b>
Officers	890 <sup>p</sup>	760 <sup>p</sup>	130 <sup>p</sup>	85.2% <sup>p</sup>	14.8% <sup>p</sup>
Other Ranks	13,620 <sup>p</sup>	12,740 <sup>p</sup>	880 <sup>p</sup>	93.5% <sup>p</sup>	6.5% <sup>p</sup>
<b>RAF</b>	<b>4,260<sup>p</sup></b>	<b>3,600<sup>p</sup></b>	<b>660<sup>p</sup></b>	<b>84.6%<sup>p</sup></b>	<b>15.4%<sup>p</sup></b>
Officers	410 <sup>p</sup>	320 <sup>p</sup>	90 <sup>p</sup>	77.3% <sup>p</sup>	22.7% <sup>p</sup>
Other Ranks	3,840 <sup>p</sup>	3,280 <sup>p</sup>	560 <sup>p</sup>	85.3% <sup>p</sup>	14.7% <sup>p</sup>

Source: DASA(Quad Service)

<sup>1</sup> Figures are for UK Regular Forces and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists. Figures show all intake to UK Regular Forces including re-enlistments and rejoined reservists.

<sup>2</sup> Percentages are calculated from unrounded data.  
p denotes provisional.

Due to ongoing validation of data from the Joint Personnel Administration System, statistics are provisional and subject to review.

Due to the rounding methods used, totals may not always equal the sum of the parts. When rounding to the nearest 10, numbers ending in 5 have been rounded to the nearest multiple of 20 to prevent systematic bias.

**Table A12: Outflow from Trained Strength of UK Regular Forces<sup>1</sup> to Civil Life by gender during 2008/09**

	Total			Numbers and Percentages <sup>2</sup>	
	Total	Male	Female	Male	Female
<b>All Services</b>	<b>16,070<sup>P</sup></b>	<b>14,610<sup>P</sup></b>	<b>1,460<sup>P</sup></b>	<b>90.9%<sup>P</sup></b>	<b>9.1%<sup>P</sup></b>
<b>Officers</b>	<b>2,120<sup>P</sup></b>	<b>1,870<sup>P</sup></b>	<b>250<sup>P</sup></b>	<b>88.4%<sup>P</sup></b>	<b>11.6%<sup>P</sup></b>
PVR	..	..	..	..	..
TX	..	..	..	..	..
Other <sup>3</sup>	..	..	..	..	..
<b>Other Ranks</b>	<b>13,950<sup>P</sup></b>	<b>12,740<sup>P</sup></b>	<b>1,220<sup>P</sup></b>	<b>91.3%<sup>P</sup></b>	<b>8.7%<sup>P</sup></b>
PVR	..	..	..	..	..
TX	..	..	..	..	..
Other <sup>3</sup>	..	..	..	..	..
<b>Naval Service</b>	<b>3,250<sup>P</sup></b>	<b>2,890<sup>P</sup></b>	<b>360<sup>P</sup></b>	<b>88.9%<sup>P</sup></b>	<b>11.1%<sup>P</sup></b>
<b>Officers</b>	<b>410<sup>P</sup></b>	<b>370<sup>P</sup></b>	<b>40<sup>P</sup></b>	<b>90.5%<sup>P</sup></b>	<b>9.5%<sup>P</sup></b>
PVR	260 <sup>P</sup>	230 <sup>P</sup>	20 <sup>P</sup>	90.7% <sup>P</sup>	9.3% <sup>P</sup>
TX	130 <sup>P</sup>	120 <sup>P</sup>	10 <sup>P</sup>	91.7% <sup>P</sup>	8.3% <sup>P</sup>
Other <sup>3</sup>	20 <sup>P</sup>	20 <sup>P</sup>	- <sup>P</sup>	81.8% <sup>P</sup>	18.2% <sup>P</sup>
<b>Other Ranks</b>	<b>2,840<sup>P</sup></b>	<b>2,510<sup>P</sup></b>	<b>320<sup>P</sup></b>	<b>88.6%<sup>P</sup></b>	<b>11.4%<sup>P</sup></b>
PVR	1,680 <sup>P</sup>	1,480 <sup>P</sup>	200 <sup>P</sup>	88.1% <sup>P</sup>	11.9% <sup>P</sup>
TX	520 <sup>P</sup>	500 <sup>P</sup>	20 <sup>P</sup>	96.2% <sup>P</sup>	3.8% <sup>P</sup>
Other <sup>3</sup>	630 <sup>P</sup>	530 <sup>P</sup>	100 <sup>P</sup>	83.9% <sup>P</sup>	16.1% <sup>P</sup>
<b>Army<sup>4</sup></b>	<b>9,350<sup>P</sup></b>	<b>8,690<sup>P</sup></b>	<b>670<sup>P</sup></b>	<b>92.9%<sup>P</sup></b>	<b>7.1%<sup>P</sup></b>
<b>Officers</b>	<b>1,110<sup>P</sup></b>	<b>980<sup>P</sup></b>	<b>130<sup>P</sup></b>	<b>88.2%<sup>P</sup></b>	<b>11.8%<sup>P</sup></b>
PVR	..	..	..	..	..
TX	..	..	..	..	..
Other <sup>3</sup>	..	..	..	..	..
<b>Other Ranks</b>	<b>8,240<sup>P</sup></b>	<b>7,700<sup>P</sup></b>	<b>540<sup>P</sup></b>	<b>93.5%<sup>P</sup></b>	<b>6.5%<sup>P</sup></b>
PVR	..	..	..	..	..
TX	..	..	..	..	..
Other <sup>3</sup>	..	..	..	..	..
<b>RAF<sup>5</sup></b>	<b>3,470<sup>P</sup></b>	<b>3,040<sup>P</sup></b>	<b>430<sup>P</sup></b>	<b>87.5%<sup>P</sup></b>	<b>12.5%<sup>P</sup></b>
<b>Officers</b>	<b>590<sup>P</sup></b>	<b>520<sup>P</sup></b>	<b>80<sup>P</sup></b>	<b>87.2%<sup>P</sup></b>	<b>12.8%<sup>P</sup></b>
PVR	250 <sup>P</sup>	220 <sup>P</sup>	30 <sup>P</sup>	88.6% <sup>P</sup>	11.4% <sup>P</sup>
TX	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>
Other <sup>3</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>
<b>Other Ranks</b>	<b>2,880<sup>P</sup></b>	<b>2,520<sup>P</sup></b>	<b>360<sup>P</sup></b>	<b>87.6%<sup>P</sup></b>	<b>12.4%<sup>P</sup></b>
PVR	1,720 <sup>P</sup>	1,460 <sup>P</sup>	250 <sup>P</sup>	85.3% <sup>P</sup>	14.7% <sup>P</sup>
TX	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>
Other <sup>3</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>

Source: DASA(Quad Service)

<sup>1</sup> UK Regular Forces includes Nursing services and excludes Full Time Reserve Service personnel, Gurkhas, the Home Service battalions of the Royal Irish Regiment and mobilised reservists.

<sup>2</sup> Percentages are calculated from unrounded data.

<sup>3</sup> Other includes outflow due to redundancy, medical reasons, for misconduct, dismissals and death, amongst others.

<sup>4</sup> Due to the introduction of a new Personnel Administration System, Army reasons for exit are unavailable for 2008/09

<sup>5</sup> "Time Expiry" and "Other Wastage" exit reason totals and rates for RAF Officers and Other Ranks personnel have been excluded. This is due to an increase in "Unknowns" (which are grouped in the "Other Wastage" category), which has had significant affects on "Other Wastage" and "Time Expiry" exit reason totals and rates. p denotes provisional.

- denotes zero or rounded to zero, or a percentage based on a figure rounded to zero.

.. denotes unavailable

Due to ongoing validation of data from a new personnel administration system, all statistics for 2008/09 are provisional and subject to review.

Due to the rounding methods used, totals may not always equal the sum of the parts. When rounding to the nearest 10, numbers ending in 5 have been rounded to the nearest multiple of 20 to prevent systematic bias.

**Table A13: Outflow from Trained Strength of UK Regular Forces<sup>1</sup> to Civil Life by ethnicity during 2008/09**

Numbers and Percentages<sup>2</sup>

	Total	White	Ethnic Minorities	Unknown	White <sup>5</sup>	Ethnic Minorities <sup>5</sup>	% with known ethnicity
<b>All Services</b>	<b>16,070<sup>P</sup></b>	<b>14,375<sup>P</sup></b>	<b>905<sup>P</sup></b>	<b>790<sup>P</sup></b>	<b>94.1%<sup>P</sup></b>	<b>5.9%<sup>P</sup></b>	<b>95.1%<sup>P</sup></b>
<b>Officers</b>	<b>2,120<sup>P</sup></b>	<b>1,905<sup>P</sup></b>	<b>65<sup>P</sup></b>	<b>150<sup>P</sup></b>	<b>96.7%<sup>P</sup></b>	<b>3.3%<sup>P</sup></b>	<b>93.0%<sup>P</sup></b>
PVR	..	..	..	..	..	..	..
TX	..	..	..	..	..	..	..
Other <sup>3</sup>	..	..	..	..	..	..	..
<b>Other Ranks</b>	<b>13,950<sup>P</sup></b>	<b>12,470<sup>P</sup></b>	<b>840<sup>P</sup></b>	<b>640<sup>P</sup></b>	<b>93.7%<sup>P</sup></b>	<b>6.3%<sup>P</sup></b>	<b>95.4%<sup>P</sup></b>
PVR	..	..	..	..	..	..	..
TX	..	..	..	..	..	..	..
Other <sup>3</sup>	..	..	..	..	..	..	..
<b>Naval Service</b>	<b>3,250<sup>P</sup></b>	<b>3,100<sup>P</sup></b>	<b>65<sup>P</sup></b>	<b>80<sup>P</sup></b>	<b>97.9%<sup>P</sup></b>	<b>2.1%<sup>P</sup></b>	<b>97.5%<sup>P</sup></b>
<b>Officers</b>	<b>410<sup>P</sup></b>	<b>390<sup>P</sup></b>	<b>~<sup>P</sup></b>	<b>20<sup>P</sup></b>	<b>99.2%<sup>P</sup></b>	<b>0.8%<sup>P</sup></b>	<b>95.6%<sup>P</sup></b>
PVR	260 <sup>P</sup>	245 <sup>P</sup>	~ <sup>P</sup>	10 <sup>P</sup>	99.2% <sup>P</sup>	0.8% <sup>P</sup>	96.5% <sup>P</sup>
TX	130 <sup>P</sup>	125 <sup>P</sup>	~ <sup>P</sup>	5 <sup>P</sup>	99.2% <sup>P</sup>	0.8% <sup>P</sup>	94.7% <sup>P</sup>
Other <sup>3</sup>	20 <sup>P</sup>	20 <sup>P</sup>	- <sup>P</sup>	~ <sup>P</sup>	100.0% <sup>P</sup>	- <sup>P</sup>	90.9% <sup>P</sup>
<b>Other Ranks</b>	<b>2,840<sup>P</sup></b>	<b>2,710<sup>P</sup></b>	<b>65<sup>P</sup></b>	<b>60<sup>P</sup></b>	<b>97.7%<sup>P</sup></b>	<b>2.3%<sup>P</sup></b>	<b>97.8%<sup>P</sup></b>
PVR	1,680 <sup>P</sup>	1,605 <sup>P</sup>	35 <sup>P</sup>	40 <sup>P</sup>	97.9% <sup>P</sup>	2.1% <sup>P</sup>	97.7% <sup>P</sup>
TX	520 <sup>P</sup>	510 <sup>P</sup>	5 <sup>P</sup>	- <sup>P</sup>	98.6% <sup>P</sup>	1.4% <sup>P</sup>	98.7% <sup>P</sup>
Other <sup>3</sup>	630 <sup>P</sup>	595 <sup>P</sup>	20 <sup>P</sup>	15 <sup>P</sup>	96.4% <sup>P</sup>	3.6% <sup>P</sup>	97.3% <sup>P</sup>
<b>Army<sup>4</sup></b>	<b>9,350<sup>P</sup></b>	<b>8,145<sup>P</sup></b>	<b>760<sup>P</sup></b>	<b>450<sup>P</sup></b>	<b>91.5%<sup>P</sup></b>	<b>8.5%<sup>P</sup></b>	<b>95.2%<sup>P</sup></b>
<b>Officers</b>	<b>1,110<sup>P</sup></b>	<b>995<sup>P</sup></b>	<b>55<sup>P</sup></b>	<b>65<sup>P</sup></b>	<b>95.0%<sup>P</sup></b>	<b>5.0%<sup>P</sup></b>	<b>94.3%<sup>P</sup></b>
PVR	..	..	..	..	..	..	..
TX	..	..	..	..	..	..	..
Other <sup>3</sup>	..	..	..	..	..	..	..
<b>Other Ranks</b>	<b>8,240<sup>P</sup></b>	<b>7,150<sup>P</sup></b>	<b>710<sup>P</sup></b>	<b>385<sup>P</sup></b>	<b>91.0%<sup>P</sup></b>	<b>9.0%<sup>P</sup></b>	<b>95.3%<sup>P</sup></b>
PVR	..	..	..	..	..	..	..
TX	..	..	..	..	..	..	..
Other <sup>3</sup>	..	..	..	..	..	..	..
<b>RAF<sup>5</sup></b>	<b>3,470<sup>P</sup></b>	<b>3,130<sup>P</sup></b>	<b>80<sup>P</sup></b>	<b>260<sup>P</sup></b>	<b>97.6%<sup>P</sup></b>	<b>2.4%<sup>P</sup></b>	<b>92.4%<sup>P</sup></b>
<b>Officers</b>	<b>590<sup>P</sup></b>	<b>515<sup>P</sup></b>	<b>10<sup>P</sup></b>	<b>65<sup>P</sup></b>	<b>98.3%<sup>P</sup></b>	<b>1.7%<sup>P</sup></b>	<b>88.7%<sup>P</sup></b>
PVR	250 <sup>P</sup>	210 <sup>P</sup>	~ <sup>P</sup>	30 <sup>P</sup>	98.6% <sup>P</sup>	1.4% <sup>P</sup>	87.0% <sup>P</sup>
TX	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>
Other <sup>3</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>
<b>Other Ranks</b>	<b>2,880<sup>P</sup></b>	<b>2,610<sup>P</sup></b>	<b>70<sup>P</sup></b>	<b>195<sup>P</sup></b>	<b>97.4%<sup>P</sup></b>	<b>2.6%<sup>P</sup></b>	<b>93.2%<sup>P</sup></b>
PVR	1,720 <sup>P</sup>	1,555 <sup>P</sup>	45 <sup>P</sup>	115 <sup>P</sup>	97.3% <sup>P</sup>	2.8% <sup>P</sup>	93.3% <sup>P</sup>
TX	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>
Other <sup>3</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>	.. <sup>P</sup>

Source: DASA(Quad Service)

<sup>1</sup> UK Regular Forces includes Nursing services and excludes Full Time Reserve Service personnel, Gurkhas, the Home Service battalions of the Royal Irish Regiment and mobilised reservists.

<sup>2</sup> Percentages are calculated from unrounded data.

<sup>3</sup> Other includes outflow due to redundancy, medical reasons, for misconduct, dismissals and death, amongst others.

<sup>4</sup> Due to the introduction of a new Personnel Administration System, Army reasons for exit are unavailable for 2008/09

<sup>5</sup> "Time Expiry" and "Other Wastage" exit reason totals and rates for RAF Officers and Other Ranks personnel have been excluded. This is due to an increase in "Unknowns" (which are grouped in the "Other Wastage" category), which has had significant affects on "Other Wastage" and "Time Expiry" exit reason totals and rates.

p denotes provisional.

- denotes zero or rounded to zero, or a percentage based on a figure rounded to zero.

~ denotes fewer than five

.. denotes unavailable

Due to ongoing validation of data from a new personnel administration system, all statistics for 2008/09 are provisional and subject to review.

Ethnicity figures are rounded to 5 and may not sum to the totals shown.

**Table A14: Outflow from Untrained Strength of UK Regular Forces<sup>1</sup> to Civil Life by gender during 2008/09**

			Numbers and Percentages <sup>2</sup>		
	Total	Male	Female	Male	Female
<b>All Services</b>	<b>5,760<sup>p</sup></b>	<b>5,290<sup>p</sup></b>	<b>480<sup>p</sup></b>	<b>91.7%<sup>p</sup></b>	<b>8.3%<sup>p</sup></b>
Officers	320 <sup>p</sup>	270 <sup>p</sup>	60 <sup>p</sup>	82.4% <sup>p</sup>	17.6% <sup>p</sup>
Other Ranks	5,440 <sup>p</sup>	5,020 <sup>p</sup>	420 <sup>p</sup>	92.3% <sup>p</sup>	7.7% <sup>p</sup>
<b>Naval Service</b>	<b>1,180<sup>p</sup></b>	<b>1,080<sup>p</sup></b>	<b>100<sup>p</sup></b>	<b>91.8%<sup>p</sup></b>	<b>8.2%<sup>p</sup></b>
Officers	110 <sup>p</sup>	100 <sup>p</sup>	10 <sup>p</sup>	88.8% <sup>p</sup>	11.2% <sup>p</sup>
Other Ranks	1,070 <sup>p</sup>	980 <sup>p</sup>	80 <sup>p</sup>	92.1% <sup>p</sup>	7.9% <sup>p</sup>
<b>Army</b>	<b>3,740<sup>p</sup></b>	<b>3,470<sup>p</sup></b>	<b>260<sup>p</sup></b>	<b>93.0%<sup>p</sup></b>	<b>7.0%<sup>p</sup></b>
Officers	160 <sup>p</sup>	130 <sup>p</sup>	30 <sup>p</sup>	82.2% <sup>p</sup>	17.8% <sup>p</sup>
Other Ranks	3,570 <sup>p</sup>	3,340 <sup>p</sup>	230 <sup>p</sup>	93.5% <sup>p</sup>	6.5% <sup>p</sup>
<b>RAF</b>	<b>850<sup>p</sup></b>	<b>740<sup>p</sup></b>	<b>120<sup>p</sup></b>	<b>86.3%<sup>p</sup></b>	<b>13.7%<sup>p</sup></b>
Officers	50 <sup>p</sup>	40 <sup>p</sup>	20 <sup>p</sup>	69.8% <sup>p</sup>	30.2% <sup>p</sup>
Other Ranks	800 <sup>p</sup>	700 <sup>p</sup>	100 <sup>p</sup>	87.4% <sup>p</sup>	12.6% <sup>p</sup>

Source: DASA (Quad Service)

<sup>1</sup> UK Regular Forces includes Nursing services and excludes Full Time Reserve Service personnel, Gurkhas, the Home Service battalions of the Royal Irish Regiment and mobilised reservists.

<sup>2</sup> Percentages are calculated from unrounded data.

p denotes provisional.

- denotes zero or rounded to zero, or a percentage based on a figure rounded to zero.

Due to ongoing validation of data from a new personnel administration system, all statistics for 2008/09 are provisional and subject to review.

Due to the rounding methods used, totals may not always equal the sum of the parts. When rounding to the nearest 10, numbers ending in 5 have been rounded to the nearest multiple of 20 to prevent systematic bias.

**Table A15: Outflow from Untrained Strength of UK Regular Forces<sup>1</sup> to Civil Life by ethnicity during 2008/09**

				Numbers and Percentages <sup>2</sup>			
	Total	White	Ethnic Minorities	Unknown	White <sup>3</sup>	Ethnic Minorities <sup>3</sup>	% with known ethnicity
<b>All Services</b>	<b>5,760<sup>p</sup></b>	<b>4,660<sup>p</sup></b>	<b>220<sup>p</sup></b>	<b>885<sup>p</sup></b>	<b>95.5%<sup>p</sup></b>	<b>4.5%<sup>p</sup></b>	<b>84.7%<sup>p</sup></b>
Officers	320 <sup>p</sup>	195 <sup>p</sup>	~ <sup>p</sup>	125 <sup>p</sup>	98.0% <sup>p</sup>	2.0% <sup>p</sup>	61.9% <sup>p</sup>
Other Ranks	5,440 <sup>p</sup>	4,465 <sup>p</sup>	215 <sup>p</sup>	760 <sup>p</sup>	95.4% <sup>p</sup>	4.6% <sup>p</sup>	86.0% <sup>p</sup>
<b>Naval Service</b>	<b>1,180<sup>p</sup></b>	<b>840<sup>p</sup></b>	<b>40<sup>p</sup></b>	<b>300<sup>p</sup></b>	<b>95.5%<sup>p</sup></b>	<b>4.5%<sup>p</sup></b>	<b>74.4%<sup>p</sup></b>
Officers	105 <sup>p</sup>	85 <sup>p</sup>	~ <sup>p</sup>	20 <sup>p</sup>	97.7% <sup>p</sup>	2.3% <sup>p</sup>	81.3% <sup>p</sup>
Other Ranks	1,070 <sup>p</sup>	750	35	280	95.3% <sup>p</sup>	4.7% <sup>p</sup>	73.7% <sup>p</sup>
<b>Army</b>	<b>3,740<sup>p</sup></b>	<b>3,180<sup>p</sup></b>	<b>175<sup>p</sup></b>	<b>380<sup>p</sup></b>	<b>94.8%<sup>p</sup></b>	<b>5.2%<sup>p</sup></b>	<b>89.8%<sup>p</sup></b>
Officers	160 <sup>p</sup>	60 <sup>p</sup>	~ <sup>p</sup>	100 <sup>p</sup>	96.8% <sup>p</sup>	3.2% <sup>p</sup>	38.0% <sup>p</sup>
Other Ranks	3,570 <sup>p</sup>	3,120 <sup>p</sup>	170 <sup>p</sup>	280 <sup>p</sup>	94.8% <sup>p</sup>	5.2% <sup>p</sup>	92.1% <sup>p</sup>
<b>RAF</b>	<b>850<sup>p</sup></b>	<b>645<sup>p</sup></b>	<b>5<sup>p</sup></b>	<b>200<sup>p</sup></b>	<b>98.9%<sup>p</sup></b>	<b>1.1%<sup>p</sup></b>	<b>76.4%<sup>p</sup></b>
Officers	50 <sup>p</sup>	50 <sup>p</sup>	- <sup>p</sup>	~ <sup>p</sup>	100.0% <sup>p</sup>	- <sup>p</sup>	96.2% <sup>p</sup>
Other Ranks	800 <sup>p</sup>	595 <sup>p</sup>	5 <sup>p</sup>	200 <sup>p</sup>	98.8% <sup>p</sup>	1.2% <sup>p</sup>	75.1% <sup>p</sup>

Source: DASA(Quad Service)

<sup>1</sup> UK Regular Forces includes Nursing services and excludes Full Time Reserve Service personnel, Gurkhas, the Home Service battalions of the Royal Irish Regiment and mobilised reservists.

<sup>2</sup> Percentages are calculated from unrounded data.

<sup>3</sup> Percentages are calculated from declared ethnicity

p denotes provisional.

- denotes zero or rounded to zero, or a percentage based on a figure rounded to zero.

~ denotes fewer than five

.. denotes unavailable. The percentage of known ethnicity is too low to provide reliable statistics.

Due to ongoing validation of data from a new personnel administration system, all statistics for 2008/09 are provisional and subject to review.

Ethnicity figures are rounded to 5 and may not sum to the totals shown.

**Table A16: Trained Substantive promotions of UK Regular Forces by gender during 2008/09<sup>1</sup>**

				Numbers and Percentages <sup>2</sup>	
	Total	Male	Female	Male	Female
<b>All Services</b>	..	..	..	..	..
Officers	..	..	..	..	..
Other Ranks	..	..	..	..	..
<b>Naval Service</b>	<b>5,230<sup>p</sup></b>	<b>4,610<sup>p</sup></b>	<b>620<sup>p</sup></b>	<b>88.1%<sup>p</sup></b>	<b>11.9%<sup>p</sup></b>
Officers	630 <sup>p</sup>	570 <sup>p</sup>	60 <sup>p</sup>	90.3% <sup>p</sup>	9.7% <sup>p</sup>
Other Ranks	4,600 <sup>p</sup>	4,040 <sup>p</sup>	560 <sup>p</sup>	87.8% <sup>p</sup>	12.2% <sup>p</sup>
<b>Army<sup>3</sup></b>	..	..	..	..	..
Officers	..	..	..	..	..
Other Ranks	..	..	..	..	..
<b>RAF</b>	<b>5,810<sup>p</sup></b>	<b>5,040<sup>p</sup></b>	<b>760<sup>p</sup></b>	<b>86.8%<sup>p</sup></b>	<b>13.2%<sup>p</sup></b>
Officers	980 <sup>p</sup>	810 <sup>p</sup>	170 <sup>p</sup>	82.8% <sup>p</sup>	17.2% <sup>p</sup>
Other Ranks	4,840 <sup>p</sup>	4,240 <sup>p</sup>	600 <sup>p</sup>	87.7% <sup>p</sup>	12.3% <sup>p</sup>

Source: DASA (Quad Service)

<sup>1</sup> UK Regular Forces includes Nursing services and excludes Full Time Reserve Service personnel, Gurkhas, the Home Service battalions of the Royal Irish Regiment and mobilised reservists.

<sup>2</sup> Percentages are calculated from unrounded data.

<sup>3</sup> Due to the introduction of a new Personnel Administration System, Army promotions are unavailable for 2008/09

p denotes provisional.

.. denotes unavailable

Due to ongoing validation of data from a new personnel administration system, all statistics for 2008/09 are provisional and subject to review.

Due to the rounding methods used, totals may not always equal the sum of the parts. When rounding to the nearest 10, numbers ending in 5 have been rounded to the nearest multiple of 20 to prevent systematic bias.

**Table A17: Trained Substantive promotions of UK Regular Forces by ethnicity during 2008/09<sup>1</sup>**

					Numbers and Percentages <sup>2</sup>		
	Total	White	Ethnic Minorities	Unknown	White <sup>4</sup>	Ethnic Minorities <sup>4</sup>	% with known ethnicity
<b>All Services</b>	..	..	..	..	..	..	..
Officers	..	..	..	..	..	..	..
Other Ranks	..	..	..	..	..	..	..
<b>Naval Service</b>	<b>5,230<sup>p</sup></b>	<b>4,845<sup>p</sup></b>	<b>230<sup>p</sup></b>	<b>155<sup>p</sup></b>	<b>95.4%<sup>p</sup></b>	<b>4.6%<sup>p</sup></b>	<b>97.0%<sup>p</sup></b>
Officers	630 <sup>p</sup>	610 <sup>p</sup>	5 <sup>p</sup>	10 <sup>p</sup>	99% <sup>p</sup>	1% <sup>p</sup>	98% <sup>p</sup>
Other Ranks	4,600 <sup>p</sup>	4235 <sup>p</sup>	225 <sup>p</sup>	145 <sup>p</sup>	95% <sup>p</sup>	5% <sup>p</sup>	97% <sup>p</sup>
<b>Army<sup>3</sup></b>	..	..	..	..	..	..	..
Officers	..	..	..	..	..	..	..
Other Ranks	..	..	..	..	..	..	..
<b>RAF</b>	<b>5,810<sup>p</sup></b>	<b>5,290<sup>p</sup></b>	<b>125<sup>p</sup></b>	<b>395<sup>p</sup></b>	<b>97.7%<sup>p</sup></b>	<b>2.3%<sup>p</sup></b>	<b>93.2%<sup>p</sup></b>
Officers	980 <sup>p</sup>	850 <sup>p</sup>	25 <sup>p</sup>	100 <sup>p</sup>	97% <sup>p</sup>	3% <sup>p</sup>	90% <sup>p</sup>
Other Ranks	4,840 <sup>p</sup>	4445 <sup>p</sup>	100 <sup>p</sup>	290 <sup>p</sup>	98% <sup>p</sup>	2% <sup>p</sup>	94% <sup>p</sup>

Source: DASA (Quad Service)

<sup>1</sup> UK Regular Forces includes Nursing services and excludes Full Time Reserve Service personnel, Gurkhas, the Home Service battalions of the Royal Irish Regiment and mobilised reservists.

<sup>2</sup> Percentages are calculated from unrounded data.

<sup>3</sup> Due to the introduction of a new Personnel Administration System, Army promotions are unavailable for 2007/08

<sup>4</sup> Percentages are calculated from declared ethnicity

Ethnicity figures are rounded to 5 and may not sum to the totals shown.

Due to ongoing validation of data from a new personnel administration system, all statistics for 2007/08 are provisional and subject to review.

p denotes provisional.

.. denotes unavailable

## Annex B: Civil Service Employment Data

**Table B1:**

### Civilian Staff: Workforce<sup>1</sup> profile by gender at 1 April 2009

Gender	Number	% of workforce
Male	48,200	63.4%
Female	27,850	36.6%
<b>MOD Total</b>	<b>76,060</b>	

Headcount

Source: DASA (Quad-Service)

**Notes:**

1. Includes all Industrial, Non-industrial and Trading Fund personnel but exclude all Royal Fleet Auxillary and Locally Engaged Civilians measured as headcount (part time equivalent to one person).

All figures are rounded to the nearest 10, totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts. Percentages are calculated from unrounded figures.

**Table B2:**

### Civilian Staff: Workforce<sup>1</sup> profile by ethnicity at 1 April 2009

Racial Group	Number	% of workforce
White	62,360	96.8%
Asian	870	1.3%
Black	470	0.7%
Mixed	400	0.6%
Other Ethnic Background	190	0.3%
Chinese	100	0.2%
<b>Total declared ethnicity</b>	<b>64,400</b>	<b>84.7%</b>
Total undeclared ethnicity <sup>2</sup>	11,660	15.3%
<b>MOD Total</b>	<b>76,060</b>	

Headcount

Source: DASA (Quad-Service)

**Notes:**

1. Includes all Industrial, Non-industrial and Trading Fund personnel but exclude all Royal Fleet Auxillary and Locally Engaged Civilians measured as headcount (part time equivalent to one person).

2. Figures include all personnel with an unknown or undeclared ethnicity within HRMS.

All figures are rounded to the nearest 10, totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts. Percentages are calculated from unrounded figures.

**Table B3:****Civilian Staff: Workforce<sup>1</sup> profile by disability at 1 April 2009**

Headcount		
Disability	Number	% of workforce
No Disability	55,770	93.7%
Hearing Impairment	840	1.4%
Reduced Physical Capacity	830	0.5%
Mobility Impairment	750	0.1%
Visual Impairment	300	1.3%
Learning Difficulties	210	0.1%
Mental Illness	160	1.4%
Physical Co-ordination Difficulties	90	0.1%
Speech Impairment	60	0.3%
Severe Disfigurement	30	0.3%
Unknown Disability	490	0.8%
<b>Total declared disability</b>	<b>59,510</b>	<b>78.2%</b>
Total undeclared disability <sup>2</sup>	16,540	21.8%
<b>MOD Total</b>	<b>76,060</b>	

Source: DASA (Quad-Service)

**Notes:**

1. Includes all Industrial, Non-industrial and Trading Fund personnel but exclude all Royal Fleet Auxillary and Locally Engaged Civilians measured as headcount (part time equivalent to one person).

2. Figures include all personnel with an unknown or undeclared disability within HRMS.

All figures are rounded to the nearest 10, totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts. Percentages are calculated from unrounded figures.

**Table 4:**

**Civilian Staff: Strength of civilian personnel<sup>1</sup> by gender and grade<sup>2</sup> at 1 April each year**

	Headcount					
	2004	2005	2006	2007	2008	2009
<b>MOD Total</b>	<b>93,330</b>	<b>92,470</b>	<b>88,660</b>	<b>83,930</b>	<b>78,320</b>	<b>76,060</b>
Senior Civil Service and equivalent	300	300	320	290	300	300
Pay Band B	2,550	2,690	2,790	2,520	2,520	2,520
Pay Band C	17,110	17,740	17,610	17,230	16,940	17,240
Pay Band D	14,700	14,700	13,760	12,430	11,220	10,840
Pay Band E	30,980	30,120	28,340	26,760	24,570	23,830
Other non-industrials <sup>3</sup>	70	710	170	860	1,020	120
Industrial	16,040	15,260	14,810	13,600	12,320	11,340
Trading Funds	11,580	10,940	10,870	10,250	9,420	9,860
<b>Female</b>	<b>33,860</b>	<b>33,790</b>	<b>32,170</b>	<b>30,320</b>	<b>28,480</b>	<b>27,850</b>
Senior Civil Service and equivalent	30	30	30	40	40	50
Pay Band B	420	500	530	520	530	560
Pay Band C	4,270	4,760	4,950	4,730	4,850	5,210
Pay Band D	5,400	5,520	5,300	4,630	4,180	4,220
Pay Band E	18,300	17,630	16,130	14,880	13,500	13,120
Other non-industrials <sup>3</sup>	20	210	80	630	750	60
Industrial	3,360	3,120	2,960	2,740	2,460	2,280
Trading Funds	2,070	2,030	2,180	2,150	2,170	2,340
<b>Male</b>	<b>59,470</b>	<b>58,680</b>	<b>56,500</b>	<b>53,610</b>	<b>49,840</b>	<b>48,200</b>
Senior Civil Service and equivalent	270	280	280	250	260	250
Pay Band B	2,130	2,200	2,260	2,000	1,990	1,960
Pay Band C	12,840	12,990	12,660	12,500	12,100	12,030
Pay Band D	9,310	9,180	8,460	7,800	7,040	6,620
Pay Band E	12,680	12,500	12,210	11,870	11,070	10,710
Other non-industrials <sup>3</sup>	50	500	90	230	270	60
Industrial	12,680	12,140	11,850	10,850	9,860	9,050
Trading Funds	9,510	8,910	8,680	8,100	7,250	7,520

**Females as a percentage of total workforce**

<b>All grades</b>	<b>36.3%</b>	<b>36.5%</b>	<b>36.3%</b>	<b>36.1%</b>	<b>36.4%</b>	<b>36.6%</b>
Senior Civil Service and equivalent	8.8%	9.2%	10.1%	12.2%	14.5%	17.7%
Pay Band B	16.6%	18.5%	19.1%	20.6%	21.1%	22.2%
Pay Band C	25.0%	26.8%	28.1%	27.5%	28.6%	30.2%
Pay Band D	36.7%	37.6%	38.5%	37.2%	37.2%	38.9%
Pay Band E	59.1%	58.5%	56.9%	55.6%	55.0%	55.1%
Other non-industrials <sup>3</sup>	26.8%	29.7%	48.5%	73.3%	73.7%	48.8%
Industrial	20.9%	20.4%	20.0%	20.2%	19.9%	20.2%
Trading Funds	17.9%	18.5%	20.1%	20.9%	23.0%	23.8%

Source: DASA(Quad-Service)

**Notes:**

1. Includes all Industrial, Non-industrial and Trading Fund personnel but exclude all Royal Fleet Auxillary and Locally Engaged Civilians measured as headcount (part time equivalent to one person).
  2. Grade equivalence is shown in terms of the broader banding structure and is based on paid grade. Totals include all personnel with an unknown paid grade.
  3. Figures include industrial staff on temporary promotion to non-industrial grades, and non-industrials with an unrecorded grade.
- All figures are rounded to the nearest 10, totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.
- Grade and gender breakdown are not available for Royal Fleet Auxiliaries and Locally Engaged Civilian personnel.

**Table 5:**

**Civilian Staff: Strength of civilian personnel<sup>1</sup> by ethnicity and grade<sup>2</sup> at 1 April each year**

	Headcount					
	2004	2005	2006	2007	2008	2009
<b>MOD Total</b>	<b>93,330</b>	<b>92,470</b>	<b>88,660</b>	<b>83,930</b>	<b>78,320</b>	<b>76,060</b>
<b>White</b>	<b>66,000</b>	<b>69,150</b>	<b>70,210</b>	<b>67,450</b>	<b>63,250</b>	<b>62,360</b>
Senior Civil Service and equivalent	270	260	270	240	250	260
Pay Band B	2,010	2,140	2,300	2,080	2,080	2,080
Pay Band C	13,090	13,750	14,180	14,020	13,790	14,130
Pay Band D	11,220	11,600	11,490	10,520	9,530	9,290
Pay Band E	22,870	23,020	23,360	22,430	20,690	20,440
Other non-industrial <sup>3</sup>	40	450	110	660	770	80
Industrial	8,420	9,390	10,010	9,620	8,940	8,740
Trading Funds	8,080	8,530	8,500	7,900	7,200	7,340
<b>Ethnic Minorities</b>	<b>1,980</b>	<b>2,010</b>	<b>2,080</b>	<b>2,060</b>	<b>2,020</b>	<b>2,030</b>
Senior Civil Service and equivalent	~	~	~	~	~	~
Pay Band B	50	50	50	50	60	60
Pay Band C	310	350	380	400	410	440
Pay Band D	340	350	380	340	320	290
Pay Band E	880	840	890	880	850	870
Other non-industrial <sup>3</sup>	~	20	~	30	30	~
Industrial	220	200	200	180	190	180
Trading Funds	180	170	170	170	170	190
<b>Undeclared</b>	<b>25,350</b>	<b>21,310</b>	<b>16,370</b>	<b>14,430</b>	<b>13,040</b>	<b>11,660</b>
Senior Civil Service and equivalent	20	30	40	50	50	40
Pay Band B	490	500	440	400	390	380
Pay Band C	3,700	3,640	3,050	2,820	2,740	2,670
Pay Band D	3,140	2,750	1,900	1,570	1,380	1,260
Pay Band E	7,240	6,260	4,100	3,450	3,040	2,520
Other non-industrial <sup>3</sup>	30	240	40	170	220	40
Industrial	7,400	5,660	4,600	3,790	3,190	2,420
Trading Funds	3,320	2,230	2,200	2,180	2,040	2,330

**Ethnic Minorities as a percentage<sup>4</sup> of total workforce excluding data for unknown or undeclared entries**

	2.9%	2.8%	2.9%	3.0%	3.1%	3.2%
<b>All grades</b>	<b>2.9%</b>	<b>2.8%</b>	<b>2.9%</b>	<b>3.0%</b>	<b>3.1%</b>	<b>3.2%</b>
Senior Civil Service and equivalent	~	~	~	~	~	~
Pay Band B	2.5%	2.4%	2.3%	2.5%	2.6%	2.8%
Pay Band C	2.3%	2.5%	2.6%	2.7%	2.9%	3.0%
Pay Band D	2.9%	2.9%	3.2%	3.2%	3.2%	3.0%
Pay Band E	3.7%	3.5%	3.7%	3.8%	3.9%	4.1%
Other non-industrial <sup>3</sup>	~	4.4%	~	3.8%	3.5%	~
Industrial	2.5%	2.1%	2.0%	1.9%	2.0%	2.0%
Trading Funds	2.2%	2.0%	2.0%	2.1%	2.3%	2.5%

Source: DASA(Quad-Service)

**Notes:**

- Includes all Industrial, Non-industrial and Trading Fund personnel but exclude all Royal Fleet Auxillary and Locally Engaged Civilians measured as headcount (part time equivalent to one person).
  - Grade equivalence is shown in terms of the broader banding structure and is based on paid grade. Totals include all personnel with an unknown paid grade.
  - Figures include industrial staff on temporary promotion to non-industrial grades, and non-industrial with an unrecorded grade.
  - Percentage calculations are based on known declared ethnicity status as recorded on HRMS, and exclude data for unknown or undeclared entries. Percentages are calculated from unrounded figures.
- All figures are rounded to the nearest 10, totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.
- Grade and gender breakdown are not available for Royal Fleet Auxiliaries and Locally Engaged Civillian personnel.
- ~ denotes values less than or equal to 5, no percentage has been calculated.

**Table 6:****Civilian Staff: Strength of civilian personnel<sup>1</sup> by disability and grade<sup>2</sup> at 1 April each year**

	Headcount					
	2004	2005	2006	2007	2008	2009
<b>MOD Total</b>	<b>93,330</b>	<b>92,470</b>	<b>88,660</b>	<b>83,930</b>	<b>78,320</b>	<b>76,060</b>
<b>Disabled</b>	<b>3,690</b>	<b>3,560</b>	<b>3,390</b>	<b>3,320</b>	<b>3,250</b>	<b>3,740</b>
Senior Civil Service and equivalent	~	~	~	~	10	20
Pay Band B	50	60	70	60	70	90
Pay Band C	690	670	650	680	720	920
Pay Band D	610	620	600	580	550	660
Pay Band E	1,140	1,110	1,090	1,120	1,140	1,360
Other non-industrial <sup>3</sup>	~	10	~	10	10	~
Industrial	790	710	670	590	520	500
Trading Funds	400	350	310	280	220	200
<b>Not Disabled</b>	<b>53,780</b>	<b>59,160</b>	<b>58,780</b>	<b>57,460</b>	<b>55,460</b>	<b>55,770</b>
Senior Civil Service and equivalent	230	250	270	250	260	260
Pay Band B	1,510	1,720	1,880	1,800	1,880	1,970
Pay Band C	10,010	11,310	12,000	12,270	12,420	13,140
Pay Band D	8,260	9,220	9,190	8,580	8,070	8,160
Pay Band E	17,120	18,480	18,580	18,190	17,200	17,790
Other non-industrial <sup>3</sup>	50	530	120	610	790	100
Industrial	7,950	8,980	9,360	8,850	8,430	8,220
Trading Funds	8,650	8,670	7,380	6,930	6,400	6,140
<b>Undeclared</b>	<b>35,870</b>	<b>29,750</b>	<b>26,490</b>	<b>23,150</b>	<b>19,610</b>	<b>16,540</b>
Senior Civil Service and equivalent	50	50	40	30	30	30
Pay Band B	980	900	840	670	570	460
Pay Band C	6,420	5,760	4,960	4,280	3,790	3,180
Pay Band D	5,830	4,860	3,980	3,270	2,600	2,020
Pay Band E	12,720	10,540	8,670	7,450	6,230	4,680
Other non-industrial <sup>3</sup>	20	170	50	240	220	20
Industrial	7,300	5,570	4,770	4,160	3,370	2,620
Trading Funds	2,530	1,910	3,180	3,050	2,800	3,520

**Disabled staff as a percentage<sup>4</sup> of total workforce excluding data for unknown or undeclared entries**

	2004	2005	2006	2007	2008	2009
<b>All grades</b>	<b>6.4%</b>	<b>5.7%</b>	<b>5.5%</b>	<b>5.5%</b>	<b>5.5%</b>	<b>6.3%</b>
Senior Civil Service and equivalent	~	~	~	~	5.2%	6.2%
Pay Band B	3.3%	3.6%	3.8%	3.3%	3.7%	4.5%
Pay Band C	6.4%	5.6%	5.1%	5.2%	5.5%	6.5%
Pay Band D	6.9%	6.3%	6.1%	6.4%	6.4%	7.5%
Pay Band E	6.3%	5.7%	5.5%	5.8%	6.2%	7.1%
Other non-industrial <sup>3</sup>	~	2.6%	~	1.8%	1.5%	~
Industrial	9.0%	7.4%	6.7%	6.2%	5.8%	5.7%
Trading Funds	4.4%	3.9%	4.0%	3.8%	3.2%	3.2%

Source: DASA(Quad-Service)

**Notes:**

- Includes all Industrial, Non-industrial and Trading Fund personnel but exclude all Royal Fleet Auxillary and Locally Engaged Civilians measured as headcount (part time equivalent to one person).
  - Grade equivalence is shown in terms of the broader banding structure and is based on paid grade. Totals include all personnel with an unknown paid grade.
  - Figures include industrial staff on temporary promotion to non-industrial grades, and non-industrial with an unrecorded grade.
  - Percentage calculations are based on known declared disability status as recorded on HRMS, and exclude data for unknown or undeclared entries. Percentages are calculated from unrounded figures.
- All figures are rounded to the nearest 10, totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.
- Grade and gender breakdown are not available for Royal Fleet Auxiliaries and Locally Engaged Civillian personnel.
- ~ denotes values less than or equal to 5, no percentage has been calculated.

Table B7:

### Civilian Staff: Total intake of civilian staff<sup>1</sup> by gender, age, ethnicity and disability status

	2006/07		2007/08		2008/09	
	Intake	Percentage of Intake <sup>2</sup>	Intake	Percentage of Intake <sup>2</sup>	Intake	Percentage of Intake <sup>2</sup>
<b>MOD Total</b>	<b>5,600</b>		<b>5,370</b>		<b>5,080</b>	
<b>Gender</b>						
Male	3,330	59.5%	3,240	60.4%	2,850	56.1%
Female	2,270	40.5%	2,130	39.6%	2,230	43.9%
<b>Age</b>						
16 - 19	590	10.7%	510	9.6%	410	8.2%
20 - 24	1,100	19.8%	1,070	20.0%	1,140	22.8%
25 - 29	610	11.0%	660	12.3%	710	14.2%
30 - 34	470	8.5%	450	8.4%	420	8.4%
35 - 39	560	10.1%	520	9.8%	480	9.7%
40 - 44	680	12.2%	650	12.1%	600	12.0%
45 - 49	520	9.3%	570	10.6%	480	9.6%
50 - 54	460	8.2%	440	8.2%	370	7.4%
55 - 59	350	6.2%	300	5.7%	260	5.2%
60+	220	4.0%	180	3.3%	130	2.6%
<b>Total declared age</b>	<b>5,570</b>	<b>99.4%</b>	<b>5,340</b>	<b>99.5%</b>	<b>5,000</b>	<b>98.5%</b>
Total undeclared age <sup>3</sup>	30	0.6%	20	0.4%	80	1.5%
<b>Ethnicity</b>						
White	3,340	94.4%	2,940	94.6%	3,460	95.1%
Ethnic Minority	200	5.6%	170	5.4%	180	4.9%
<b>Total declared ethnicity</b>	<b>3,540</b>	<b>63.1%</b>	<b>3,100</b>	<b>57.8%</b>	<b>3,640</b>	<b>71.7%</b>
Total undeclared ethnicity <sup>3</sup>	2,060	36.9%	2,270	42.2%	1,440	28.3%
Asian	80	2.2%	80	2.5%	90	2.5%
Black	40	1.2%	40	1.3%	20	0.7%
Chinese	10	0.2%	10	0.2%	10	0.4%
Mixed	50	1.4%	30	1.0%	40	1.1%
Other ethnic background	20	0.5%	10	0.4%	10	0.3%
<b>Disability</b>						
No Disability	5,150	99.3%	4,670	99.2%	4,090	98.4%
Disability	30	0.7%	40	0.8%	60	1.6%
<b>Total declared disability</b>	<b>5,190</b>	<b>92.6%</b>	<b>4,710</b>	<b>87.7%</b>	<b>4,160</b>	<b>81.9%</b>
Total undeclared disability <sup>3</sup>	410	7.4%	660	12.3%	920	18.1%

Source: DASA(Quad-Service)

**Notes:**

1. Includes all Industrial, Non-industrial and Trading Fund personnel but exclude all Royal Fleet Auxillary and Locally Engaged Civilians measured as headcount (part time equivalent to one person).
  2. Percentage calculations are based on known declared disability, ethnicity and age status as recorded on HRMS, and exclude data for unknown or undeclared records.
  3. Figures include all personnel with an unknown or undeclared age, ethnicity or disability within HRMS.
- ~ denotes values less than or equal to 5, no percentage calculated.

**Table B 8:**

**Civilian Staff: External recruitment to the Senior Civil Service (SCS) 2008-09**

	No of Applications <sup>1</sup>	No of candidates sifted in (Long list)	No of candidates sifted in (Short list)	No of candidates interviewed	No of candidates successful at interview	Number of candidates appointed
<b>Total</b>	<b>480</b>	<b>190</b>	<b>80</b>	<b>80</b>	<b>20</b>	<b>20</b>
Male	420	160	60	60	10	10
Female	50	30	20	20	10	10

Source: DCP CC

**Notes:**

1. This figure includes prospective search candidates (as made by recruitment consultants) in addition to individual applications. All figures are rounded to the nearest ten.

**Table B 9:**

**Civilian Staff: Progress through the external recruitment process by gender 2008-09**

Gender	Headcount				Appointed as % of Applied
	Applied	Interviewed	Offered	Appointed	
<b>Total<sup>1</sup></b>	<b>24,590</b>	<b>9,750</b>	<b>3,790</b>	<b>2,840</b>	<b>11.5%</b>
Male	11,700	4,410	1,690	1,270	10.9%
Female	10,690	4,440	1,620	1,210	11.3%
Total undeclared gender	2,200	910	470	360	16.4%

Source - PPPA MiT

Gender	Total applied	Interviewed as % of applied			Offered as % of applied	
		Interviewed as % of applied	Offered as % of applied	Appointed as % of applied	Appointed as % of Applied	
<b>Total<sup>1</sup></b>	<b>100.0%</b>	<b>39.7%</b>	<b>15.4%</b>	<b>11.5%</b>	<b>11.5%</b>	
Male	47.6%	37.7%	14.5%	10.8%	10.8%	
Female	43.5%	41.5%	15.2%	11.3%	11.3%	
Total undeclared gender	8.9%	41.3%	21.5%	16.3%	16.3%	

Source - PPPA MiT

**Notes:**

1. Includes all Industrial and Non-industrial personnel but excludes all Trading Fund, Royal Fleet Auxillary and Locally Engaged Civilians. All figures are rounded to the nearest 10. Percentages are calculated from unrounded figures. Totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.

**Table B10:**

**Civilian Staff: Progress through the external recruitment process by ethnicity 2008-09**

Ethnicity	Headcount				Appointed as % of Applied
	Applied	Interviewed	Offered	Appointed	
<b>Total<sup>1</sup></b>	<b>24,590</b>	<b>9,750</b>	<b>3,790</b>	<b>2,840</b>	<b>11.5%</b>
Ethnic Minorities	1,540	440	140	90	5.8%
White	20,290	8,150	3,040	2,250	11.1%
Total undeclared ethnicity	2,760	1,160	610	490	17.8%

Source - PPPA MiT

Ethnicity	Total applied	Interviewed as % of applied	Offered as % of applied	Appointed as % of applied	Appointed as % of Applied
<b>Total<sup>1</sup></b>	<b>100.0%</b>	<b>39.7%</b>	<b>15.4%</b>	<b>11.5%</b>	<b>11.5%</b>
Ethnic Minorities	6.3%	28.9%	8.8%	6.1%	6.1%
White	82.5%	40.1%	15.0%	11.1%	11.1%
Total undeclared ethnicity	11.2%	42.1%	22.1%	17.7%	17.7%

Source - PPPA MiT

**Notes:**

1. Includes all Industrial and Non-industrial personnel but excludes all Trading Fund, Royal Fleet Auxillary and Locally Engaged Civilians. All figures are rounded to the nearest 10. Percentages are calculated from unrounded figures. Totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.

**Table 11:**

**Civilian Staff: Progress through the external recruitment process by disability 2008-09**

Disability	Headcount				Appointed as % of Applied
	Applied	Interviewed	Offered	Appointed	
<b>Total<sup>1</sup></b>	<b>24,590</b>	<b>9,750</b>	<b>3,790</b>	<b>2,840</b>	<b>11.5%</b>
Disabled	10	~	-	-	-
No Disability	650	310	150	120	18.5%
Total undeclared disability	23,930	9,440	3,640	2,720	11.4%

Source - PPPA MiT

Disability	Total applied	Interviewed as % of applied	Offered as % of applied	Appointed as % of applied	Appointed as % of Applied
<b>Total<sup>1</sup></b>	<b>100.0%</b>	<b>39.7%</b>	<b>15.4%</b>	<b>11.5%</b>	<b>11.5%</b>
Disabled	~	-	-	-	-
No Disability	2.6%	47.9%	23.3%	18.3%	18.3%
Total undeclared disability	97.3%	39.4%	15.2%	11.4%	11.4%

Source - PPPA MiT

**Notes:**

1. Includes all Industrial and Non-industrial personnel but excludes all Trading Fund, Royal Fleet Auxillary and Locally Engaged Civilians. All figures are rounded to the nearest 10. Percentages are calculated from unrounded figures. Totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts. ~ denotes values less than or equal to 5, no percentage calculated. - denotes zero

**Table B 12:**

**Civilian Staff: Progress against targets<sup>1</sup> by gender and grade<sup>2</sup> at 1 April 2009**

							Headcount
		2005	2006	2007 <sup>3</sup>	2008	2009	2010
<b>Gender (% Females)</b>							
<b>Total MOD<sup>4</sup></b>		<b>36.5%</b>	<b>36.3%</b>	<b>36.1%</b>	<b>36.4%</b>	<b>36.6%</b>	
SCS	Target	15.0%	15.0%	15.0%	15.0%	15.0%	15.0%
	Achievement	9.2%	10.1%	11.0%	12.2%	16.1%	
<b>SCS difference<sup>5</sup> (target)</b>		<b>-5.8%</b>	<b>-4.9%</b>	<b>-4.0%</b>	<b>-2.8%</b>	<b>1.1%</b>	
Band B	Target	16.0%	18.0%	19.0%	21.0%	21.0%	21.0%
	Achievement	18.5%	19.1%	20.6%	21.1%	22.2%	
<b>Band B difference<sup>5</sup> (target)</b>		<b>2.5%</b>	<b>1.1%</b>	<b>1.6%</b>	<b>0.1%</b>	<b>1.2%</b>	
Band D	Target	40.0%	40.0%	45.0%	47.0%	50.0%	50.0%
	Achievement	37.6%	38.5%	37.2%	37.2%	38.9%	
<b>Band D difference<sup>5</sup> (target)</b>		<b>-2.4%</b>	<b>-1.5%</b>	<b>-7.8%</b>	<b>-9.8%</b>	<b>-11.1%</b>	
<b>Total Trading Funds</b>		<b>18.5%</b>	<b>20.1%</b>	<b>20.9%</b>	<b>23.0%</b>	<b>23.8%</b>	

Source: DASA(Quad-Service)

**Notes:**

- SCS targets are set by the Cabinet Office in the 10 point plan, Band B and Band D targets are sourced from the Equality and Diversity Scheme action plan.
  - Grades are based on Grade Equivalents (Paid Grade) except for SCS staff. This uses pay to determine grade equivalents for non-broader banded grades. Grade breakdown for Trading Funds is not available.
  - Data for the SCS from July 2006 is based on staff numbers and grades provided by DCP-CC SCS AD, and does not include SCS staff where there is no HRMS record. Data prior to July 2006 is based on staff recorded against SCS Pay bands on HRMS based on
  - Total MOD figures include all Industrial, Non-industrial and Trading Fund personnel, but exclude all Royal Fleet Auxillary and Locally Engaged Civilians measured as headcount (part time equivalent to one person).
  - Percentage differences are the difference between the achieved and target figures.
- Percentage calculations are based on known declared disability and ethnicity status as recorded on HRMS, and exclude data for unknown or undeclared ethnicity and disability.
- ~ Denotes a percentage based on fewer than five personnel.

**Table 13:**

**Civilian Staff: Progress against targets<sup>1</sup> by ethnicity and grade<sup>2</sup> at 1 April 2009**

							Headcount
		2005	2006	2007 <sup>3</sup>	2008	2009	2010
<b>Ethnicity (% Ethnic Minorities)</b>							
<b>Total MOD<sup>4</sup></b>		<b>2.8%</b>	<b>2.9%</b>	<b>3.0%</b>	<b>3.1%</b>	<b>3.2%</b>	
SCS	Target	3.2%	3.2%	3.2%	3.2%	3.2%	3.2%
	Achievement (Known Ethnicity)	2.2%	2.5%	~	~	~	
<b>SCS difference<sup>5</sup> (target)</b>		<b>-1.0%</b>	<b>-0.7%</b>	<b>~</b>	<b>~</b>	<b>~</b>	
Band B	Target	3.0%	3.5%	4.0%	4.5%	4.5%	4.5%
	Achievement (Known Ethnicity)	2.4%	2.3%	2.5%	2.6%	2.8%	
<b>Band B difference<sup>5</sup> (target)</b>		<b>-0.6%</b>	<b>-1.2%</b>	<b>-1.5%</b>	<b>-1.9%</b>	<b>-1.7%</b>	
Band D	Target	4.0%	4.0%	4.5%	4.5%	4.5%	4.5%
	Achievement (Known Ethnicity)	2.9%	3.2%	3.2%	3.2%	3.0%	
<b>Band D difference<sup>5</sup> (target)</b>		<b>-1.1%</b>	<b>-0.8%</b>	<b>-1.3%</b>	<b>-1.3%</b>	<b>-1.5%</b>	
<b>Total Trading Funds (Known Ethnicity)</b>		<b>2.0%</b>	<b>2.0%</b>	<b>2.1%</b>	<b>2.3%</b>	<b>2.5%</b>	

Source: DASA(Quad-Service)

**Notes:**

- SCS targets are set by the Cabinet Office in the 10 point plan, Band B and Band D targets are sourced from the Equality and Diversity Scheme action plan.
  - Grades are based on Grade Equivalents (Paid Grade) except for SCS staff. This uses pay to determine grade equivalents for non-broader banded grades. Grade breakdown for Trading Funds is not available.
  - Data for the SCS from July 2006 is based on staff numbers and grades provided by DCP-CC SCS AD, and does not include SCS staff where there is no HRMS record. Data prior to July 2006 is based on staff recorded against SCS Pay bands on HRMS based on
  - Total MOD figures include all Industrial, Non-industrial and Trading Fund personnel, but exclude all Royal Fleet Auxillary and Locally Engaged Civilians measured as headcount (part time equivalent to one person).
  - Percentage differences are the difference between the achieved and target figures.
- Percentage calculations are based on known declared disability and ethnicity status as recorded on HRMS, and exclude data for unknown or undeclared ethnicity and disability.
- ~ Denotes a percentage based on fewer than five personnel.

**Table 14:**

**Civilian Staff: Progress against targets<sup>1</sup> by disability and grade<sup>2</sup> at 1 April 2009**

							Headcount
		2005	2006	2007 <sup>3</sup>	2008	2009	2010
<b>Disability (% Disabled)</b>							
<b>Total MOD<sup>4</sup></b>		<b>5.7%</b>	<b>5.5%</b>	<b>5.5%</b>	<b>5.5%</b>	<b>6.3%</b>	
SCS	Target	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%
	Achievement (Known Disability)	3.9%	3.3%	~	4.2%	5.6%	
<b>SCS difference<sup>5</sup> (target)</b>		<b>1.9%</b>	<b>1.3%</b>	<b>~</b>	<b>2.2%</b>	<b>3.6%</b>	
Band B	Target	4.0%	4.0%	4.5%	4.5%	5.0%	5.0%
	Achievement (Known Disability)	3.6%	3.8%	3.3%	3.7%	4.5%	
<b>Band B difference<sup>5</sup> (target)</b>		<b>-0.4%</b>	<b>-0.2%</b>	<b>-1.2%</b>	<b>-0.8%</b>	<b>-0.5%</b>	
Band D	Target	6.0%	6.0%	6.5%	6.5%	6.5%	6.5%
	Achievement (Known Disability)	6.3%	6.1%	6.4%	6.4%	7.5%	
<b>Band D difference<sup>5</sup> (target)</b>		<b>0.3%</b>	<b>0.1%</b>	<b>-0.1%</b>	<b>-0.1%</b>	<b>1.0%</b>	
<b>Total Trading Funds (Known Disability)</b>		<b>3.9%</b>	<b>4.0%</b>	<b>3.8%</b>	<b>3.2%</b>	<b>3.2%</b>	

Source: DASA(Quad-Service)

**Notes:**

1. SCS targets are set by the Cabinet Office in the 10 point plan, Band B and Band D targets are sourced from the Equality and Diversity Scheme action plan.
  2. Grades are based on Grade Equivalents (Paid Grade) except for SCS staff. This uses pay to determine grade equivalents for non-broader banded grades. Grade breakdown for Trading Funds is not available.
  3. Data for the SCS from July 2006 is based on staff numbers and grades provided by DCP-CC SCS AD, and does not include SCS staff where there is no HRMS record. Data prior to July 2006 is based on staff recorded against SCS Pay bands on HRMS based on
  4. Total MOD figures include all Industrial, Non-industrial and Trading Fund personnel, but exclude all Royal Fleet Auxillary and Locally Engaged Civilians measured as headcount (part time equivalent to one person).
  5. Percentage differences are the difference between the achieved and target figures.
- Percentage calculations are based on known declared disability and ethnicity status as recorded on HRMS, and exclude data for unknown or undeclared ethnicity and disability.
- ~ Denotes a percentage based on fewer than five personnel.

Table 15:

### Civilian Staff: Total discipline cases<sup>1</sup> by gender, ethnicity and disability status 08/09

	Total Discipline cases	Percentage of cases	Average MOD Strength <sup>3</sup>	Percentage of Average Strength <sup>4</sup>
Headcount				
<b>MOD Total<sup>2</sup></b>	<b>1,110</b>		<b>77,080</b>	
<b>Gender</b>				
Male	740	66.2%	48,950	63.5%
Female	380	33.8%	28,130	36.5%
<b>Ethnicity</b>				
White	890	94.6%	62,470	96.8%
EM	50	5.4%	2,050	3.2%
<b>Total declared ethnicity</b>	<b>940</b>	<b>84.8%</b>	<b>64,510</b>	<b>83.7%</b>
Total undeclared ethnicity <sup>5</sup>	170	15.2%	12,570	16.3%
<b>Disability</b>				
No Disability	790	87.6%	55,780	94.1%
Disability	110	12.4%	3,530	5.9%
<b>Total declared disability</b>	<b>900</b>	<b>80.6%</b>	<b>59,310</b>	<b>76.9%</b>
Total undeclared disability <sup>5</sup>	220	19.4%	17,770	23.1%

Source: PPPA MiT

**Notes:**

1. Discipline cases include Appeal CSAB, Criminal Conviction & Cautions, Employment Tribunal, Long Term Sickness, Major Discipline - Gross Misconduct, Major Discipline - Other, Minor Discipline, Sick Absence, Sick Absence 1st Year, Unsatisfactory Performance 1st Year, Unsatisfactory Performance and Unauthorised Absence.
2. Includes all Industrial, Non-industrial and Trading Fund personnel but exclude all Royal Fleet Auxillary and Locally Engaged Civilians measured as headcount (part time equivalent to one person).
3. MOD strength is based on 13 month average strength for financial year 2008/2009. All figures are rounded to the nearest 10, totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.
4. Percentage calculations are based on known declared disability and ethnicity status as recorded on HRMS, and exclude data for unknown or undeclared records.
5. Figures include all personnel with an unknown or undeclared ethnicity or disability status within HRMS.

Table 16:

**Civilian Staff: Total grievance & harassment cases by gender, ethnicity and disability status 08/09**

	Headcount			
	Total grievance & harassment cases	Percentage of cases	Average MOD Strength <sup>2</sup>	Percentage of Average Strength <sup>4</sup>
<b>MOD Total<sup>1</sup></b>	<b>300</b>		<b>77,080</b>	
<b>Gender</b>				
Male	190	63.3%	48,950	63.5%
Female	110	36.7%	28,130	36.5%
<b>Ethnicity</b>				
White	240	96.0%	62,470	96.8%
EM	10	4.0%	2,050	3.2%
<b>Total declared ethnicity</b>	<b>250</b>	<b>83.3%</b>	<b>64,510</b>	<b>83.7%</b>
Total undeclared ethnicity <sup>3</sup>	60	20.0%	12,570	16.3%
<b>Disability</b>				
No Disability	200	87.0%	55,780	94.1%
Disability	30	13.0%	3,530	5.9%
<b>Total declared disability</b>	<b>230</b>	<b>76.7%</b>	<b>59,310</b>	<b>76.9%</b>
Total undeclared disability <sup>3</sup>	70	23.3%	17,770	23.1%

Source: PPPA MiT

**Notes:**

1. Grievance and harassment cases include Grievance - Age, Grievance - Disability, Grievance - Gender, Grievance - NI Community, Grievance - Other, Grievance - Race, Harassment - Other, Mod Grievance - Disability, Mod Grievance - Other and Mod Grievance - Religion/Belief.
2. Includes all Industrial, Non-industrial and Trading Fund personnel but exclude all Royal Fleet Auxillary and Locally Engaged Civilians measured as headcount (part time equivalent to one person).
3. MOD strength is based on 13 month average strength for financial year 2008/2009. All figures are rounded to the nearest 10, totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.
4. Percentage calculations are based on known declared disability and ethnicity status as recorded on HRMS, and exclude data for unknown or undeclared records.
5. Figures include all personnel with an unknown or undeclared ethnicity and disability status within HRMS.

**Table 17:**

**Civilian Staff: Total outflow of civilian staff by gender, age, ethnicity and disability status**

	2006/07		2007/08		2008/09			
	Outflow	Percentage of Outflow	Outflow	Percentage of Outflow	Outflow	Percentage of Outflow	Average MOD Strength <sup>2</sup>	Percentage of MOD Strength <sup>3</sup>
<b>MOD Total<sup>1</sup></b>	<b>10,190</b>		<b>10,900</b>		<b>7,180</b>		<b>77,080</b>	<b>13.3%</b>
<b>Gender</b>								
Male	6,130	60.1%	6,970	63.9%	4,410	61.3%	48,950	9.0%
Female	4,060	39.9%	3,930	36.1%	2,780	38.7%	28,130	9.9%
<b>Age</b>								
16 - 19	380	3.7%	320	2.9%	210	2.9%	400	51.9%
20 - 24	1,040	10.2%	910	8.3%	560	7.9%	2,560	22.0%
25 - 29	810	8.0%	830	7.6%	540	7.5%	5,090	10.5%
30 - 34	750	7.4%	720	6.6%	470	6.6%	5,330	8.9%
35 - 39	860	8.4%	940	8.7%	600	8.3%	8,360	7.1%
40 - 44	1,020	10.0%	1,120	10.3%	740	10.3%	12,030	6.1%
45 - 49	940	9.2%	1,230	11.3%	690	9.6%	13,210	5.2%
50 - 54	960	9.4%	1,230	11.3%	670	9.3%	12,030	5.5%
55 - 59	1,230	12.1%	1,390	12.8%	820	11.5%	10,750	7.7%
60+	2,190	21.5%	2,210	20.3%	1,880	26.2%	7,020	26.7%
<b>Total declared age</b>	<b>10,180</b>	<b>99.9%</b>	<b>10,890</b>	<b>99.9%</b>	<b>7,170</b>	<b>99.8%</b>	<b>76,780</b>	<b>9.3%</b>
Total undeclared age <sup>4</sup>	10	0.1%	10	0.1%	10	0.2%	300	4.3%
<b>Ethnicity</b>								
White	7,610	96.8%	8,150	97.2%	5,560	96.1%	62,470	8.9%
Ethnic Minority	260	3.2%	240	2.8%	220	3.9%	2,050	10.9%
<b>Total declared ethnicity</b>	<b>7,865</b>	<b>77.2%</b>	<b>8,390</b>	<b>77.0%</b>	<b>5,790</b>	<b>80.6%</b>	<b>64,510</b>	<b>9.0%</b>
Total undeclared ethnicity <sup>4</sup>	2,320	22.8%	2,510	23.0%	1,400	19.4%	12,570	11.1%
Asian	90	1.1%	90	1.1%	100	1.6%	860	11.0%
Black	70	0.9%	70	0.9%	50	0.9%	480	10.5%
Chinese	10	0.1%	10	0.1%	10	0.2%	90	~
Mixed	50	0.6%	40	0.5%	60	1.0%	410	13.3%
Other ethnic background	40	0.5%	20	0.3%	10	0.2%	200	7.0%
<b>Disability</b>								
No Disability	7,300	94.3%	7,340	93.2%	5,270	93.4%	55,780	9.4%
Disability	440	5.7%	530	6.8%	370	6.6%	3,530	10.5%
<b>Total declared disability</b>	<b>7,740</b>	<b>76.0%</b>	<b>7,880</b>	<b>72.3%</b>	<b>5,640</b>	<b>78.5%</b>	<b>59,310</b>	<b>9.5%</b>
Total undeclared disability <sup>4</sup>	2,460	24.1%	3,020	27.7%	1,550	21.5%	17,770	8.7%

Source: DASA(Quad Service)

**Notes:**

1. Totals include all Industrial, Non-industrial and Trading Fund personnel but exclude all Royal Fleet Auxillary and Locally Engaged Civilians measured as headcount (part time equivalent to one person).
2. MOD strength is based on 13 month average strength for each financial year. Totals have been rounded to the nearest 10. Due to the rounding methods used, totals may not always equal the sum of the parts.
3. Percentage calculations are based on known declared disability, ethnicity and age status as recorded on HRMS, and exclude data for unknown or undeclared records.
4. Figures include all personnel with an unknown or undeclared age, ethnicity or disability within HRMS.
5. ~ Average MOD strength less than 100, no percentage calculated.

**Table 18:**

**Civilian Staff: Number and percentage of staff attending dblearning courses  
2008/09**

	Headcount			
	Number of courses completed <sup>2</sup>	Number of attendees <sup>2</sup>	Average MOD strength <sup>4</sup>	Percentage of strength <sup>3</sup>
<b>Total<sup>1</sup></b>	<b>31,740</b>	<b>18,630</b>	<b>77,080</b>	<b>24.2%</b>
<b>Gender</b>				
Male	17,110	10,620	48,950	21.7%
Female	14,640	8,010	28,130	28.5%
<b>Age</b>				
16-19	190	110	400	27.2%
20-24	1,810	820	2,560	32.1%
25-29	2,680	1,400	5,090	27.4%
30-34	2,320	1,300	5,330	24.5%
35-39	3,340	1,910	8,360	22.9%
40-44	5,120	2,980	12,030	24.7%
45-49	5,520	3,270	13,210	24.7%
50-54	4,660	2,890	12,030	24.0%
55-59	3,970	2,490	10,750	23.2%
60+	2,150	1,460	7,020	20.8%
Undeclared <sup>5</sup>	-	-	300	-
<b>Racial Group</b>				
ASIAN - Bangladeshi	40	20	60	29.2%
ASIAN - Indian	230	130	440	29.1%
ASIAN - Pakistani	60	30	100	27.4%
ASIAN - Any other Asian background	140	80	270	29.8%
BLACK - African	90	50	130	38.7%
BLACK - Carribean	140	80	300	27.9%
BLACK - Any other Black background	20	10	50	23.8%
CHINESE - Any Chinese background	70	30	90	33.7%
MIXED ETHNIC - Asian & White	60	30	130	23.8%
MIXED ETHNIC - Black African & White	10	10	30	28.4%
MIXED ETHNIC - Any other Mixed Ethnic background	170	90	260	34.5%
ANY OTHER ETHNIC BACKGROUND	80	40	200	22.2%
White	27,290	16,020	62,790	25.5%
Ethnic Minorities	1,120	600	2,050	29.3%
Undeclared <sup>5</sup>	3,340	2,010	12,250	16.4%
<b>Disability</b>				
Hearing Impairment	420	240	790	30.9%
Visual Impairment	140	80	290	29.3%
Speech Impairment	30	20	60	27.2%
Mobility Impairment	360	210	740	27.7%
Physical Coordination Difficulty	50	20	90	25.6%
Reduced Physical Capacity	380	230	820	27.7%
Severe Disfigurement	10	10	30	19.6%
Learning Difficulties	120	70	190	34.9%
Mental Illness	90	50	140	33.4%
Unknown Disability	330	180	380	46.4%
No Disability	24,770	14,360	55,780	25.7%
Disability	1,600	920	3,530	26.1%
Undeclared <sup>5</sup>	5,380	3,360	17,770	18.9%

Source: dblearning

**Notes:**

1. Totals include all Industrial, Non-industrial and Trading Fund personnel but exclude all Royal Fleet Auxillary and Locally Engaged Civilians measured as headcount (part time equivalent to one person).
2. Initial staff number data provided for analysis of attendance on dbl courses comprised of approximately 38,150 records. After excluding military staff and running this data against HRMS there remained a useable dataset of 31,740 records. After deleting duplicate staff numbers (i.e. those who attended more than one course) there were 18,630 records for analysis.
3. Percentages are calculated from unrounded figures.
4. MOD strength is based on 13 month average strength for financial year 2008/2009. All figures are rounded to the nearest 10, totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.
5. Figures include all personnel with an unknown or undeclared age, ethnicity or disability within HRMS.  
- denotes zero, no percentage has been calculated.

**Table 19:**

**Civilian Staff: Number and percentage of staff attending dblearning courses<sup>1</sup> in each year**

Headcount

	2007/08				2008/09			
	Number of courses completed	Number of attendees	Average MOD Strength <sup>2</sup>	Percentage of Strength <sup>3</sup>	Number of courses completed	Number of attendees <sup>4</sup>	Average MOD Strength <sup>3</sup>	Percentage of Strength <sup>4</sup>
<b>Total - MOD staff - including trading funds</b>	<b>9,040</b>	<b>7,900</b>	<b>81,820</b>	<b>9.7%</b>	<b>11,130</b>	<b>9,560</b>	<b>77,080</b>	<b>12.4%</b>
Non industrial	8,160	7,060	66,450	10.6%	9,320	7,900	62,860	12.6%
Industrial - Skill zone staff	880	840	15,370	5.5%	1,810	1,650	14,220	11.6%
<b>Total - MOD staff - excluding trading funds</b>	<b>9,010</b>	<b>7,870</b>	<b>71,540</b>	<b>11.0%</b>	<b>11,020</b>	<b>9,450</b>	<b>67,520</b>	<b>14.0%</b>
Non industrial	8,140	7,040	58,480	12.0%	9,310	7,890	55,690	14.2%
Industrial - Skill zone staff	870	830	13,060	6.4%	1,710	1,560	11,830	13.2%
<b>Land Command</b>	<b>1,730</b>	<b>1,540</b>	<b>18,330</b>	<b>8.4%</b>	<b>1,990</b>	<b>1,730</b>	<b>17,600</b>	<b>9.8%</b>
Non industrial	1,350	1,180	13,100	9.0%	1,580	1,360	12,670	10.7%
Industrial - Skill zone staff	380	360	5,230	6.9%	410	370	4,930	7.6%
<b>Central</b>	<b>2,320</b>	<b>2,030</b>	<b>17,680</b>	<b>11.5%</b>	<b>2,800</b>	<b>2,390</b>	<b>17,170</b>	<b>13.9%</b>
Non industrial	2,270	1,980	17,070	11.6%	2,710	2,310	16,600	13.9%
Industrial - Skill zone staff	50	50	610	8.2%	90	80	570	14.8%
<b>Science Innovation &amp; Technology</b>	<b>70</b>	<b>60</b>	<b>330</b>	<b>18.2%</b>	<b>110</b>	<b>90</b>	<b>360</b>	<b>24.7%</b>
Non industrial	70	60	330	18.2%	110	90	360	24.8%
Industrial - Skill zone staff	-	-	-	-	-	-	-	-
<b>CJO</b>	<b>30</b>	<b>20</b>	<b>290</b>	<b>6.9%</b>	<b>30</b>	<b>20</b>	<b>300</b>	<b>7.7%</b>
Non industrial	30	20	290	6.9%	30	20	300	7.7%
Industrial - Skill zone staff	-	-	-	-	-	-	-	-
<b>Defence Estates</b>	<b>230</b>	<b>200</b>	<b>2,870</b>	<b>7.0%</b>	<b>480</b>	<b>420</b>	<b>2,730</b>	<b>15.3%</b>
Non industrial	230	200	2,710	7.4%	410	350	2,620	13.4%
Industrial - Skill zone staff	-	-	160	-	70	60	110	59.7%
<b>Air Command</b>	<b>1,020</b>	<b>880</b>	<b>8,980</b>	<b>9.8%</b>	<b>1,590</b>	<b>1,380</b>	<b>8,890</b>	<b>15.5%</b>
Non industrial	810	680	5,920	11.5%	1,070	900	5,910	15.2%
Industrial - Skill zone staff	210	200	3,060	6.5%	520	480	2,990	16.0%
<b>Fleet</b>	<b>300</b>	<b>260</b>	<b>2,830</b>	<b>9.2%</b>	<b>450</b>	<b>400</b>	<b>2,430</b>	<b>16.3%</b>
Non industrial	240	210	2,220	9.5%	360	300	1,880	16.1%
Industrial - Skill zone staff	60	50	610	8.2%	100	90	550	16.9%
<b>Defence Equipment + Support</b>	<b>3,290</b>	<b>2,860</b>	<b>20,080</b>	<b>14.2%</b>	<b>3,570</b>	<b>3,020</b>	<b>17,830</b>	<b>17.0%</b>
Non industrial	3,120	2,690	16,730	16.1%	3,040	2,560	15,240	16.8%
Industrial - Skill zone staff	170	170	3,350	5.1%	520	460	2,590	17.8%
<b>Unallocated</b>	<b>20</b>	<b>20</b>	<b>160</b>	<b>12.5%</b>	<b>10</b>	<b>10</b>	<b>200</b>	<b>3.0%</b>
Non industrial	20	20	130	15.4%	10	10	130	4.6%
Industrial - Skill zone staff	-	-	30	-	-	-	70	-

Source: dblearning

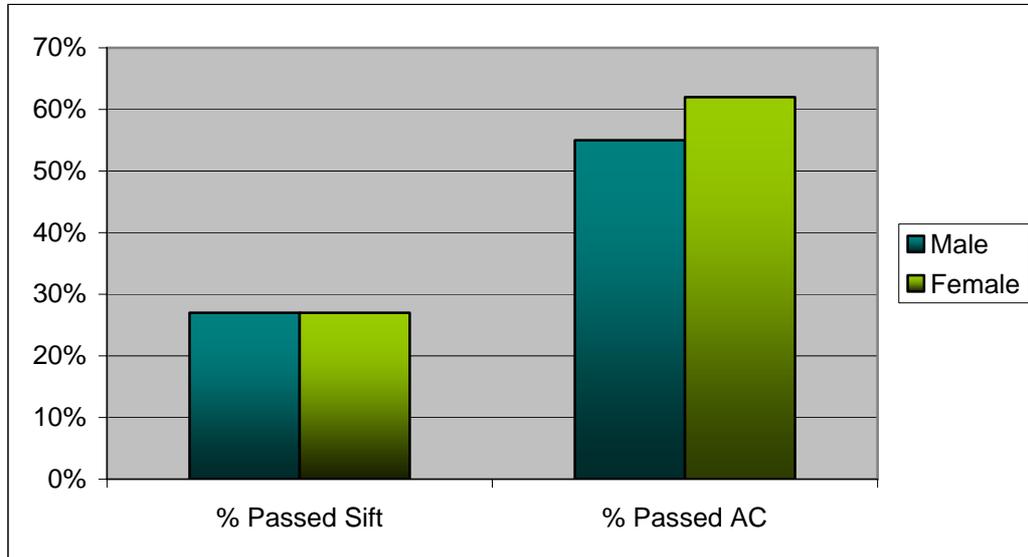
**Notes:**

1. Includes staff attending one of the following dblearning courses: Equality and Diversity for Leaders and Managers, Equality and Diversity for Team Members, or the E Learning course "Clued up". Totals excludes people who attended Defence Academy courses for which data is not available.
2. MOD strength is based on 13 month average strength for each financial year, excluding Royal Fleet Auxiliary staff and Locally engaged civilians. Totals have been rounded to the nearest 10. Due to the rounding methods used, totals may not always equal the sum of the parts.
3. Percentages are calculated from unrounded figures.
4. After excluding military staff, deleting duplicate staff numbers (i.e. those who attended more than one course) and running this data against HRMS there remained a useable dataset of 9,560 records for analysis.
5. - denotes a value of 5 or less, no percentage is calculated for values less than or equal to 5.
6. - denotes zero.

## Band B Assessment Centre

Figure B1:

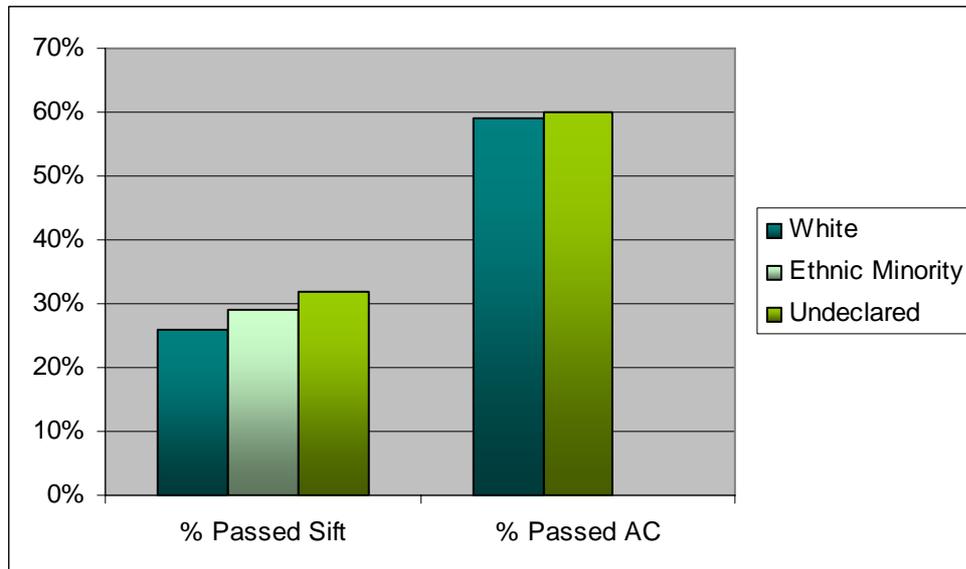
Civilian Staff: Success rates through the Band B Assessment Centre - Gender



Source: DASA (Quad-Service)

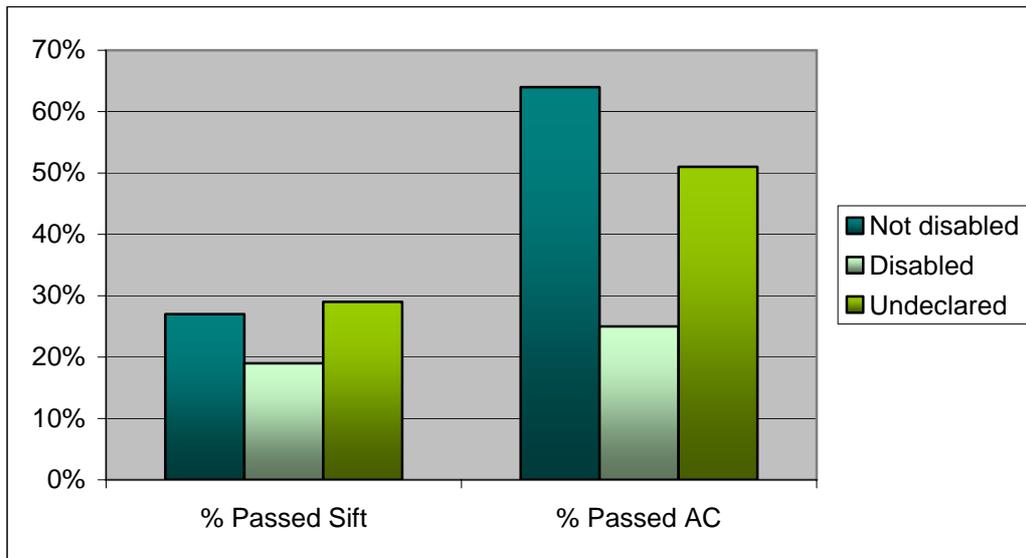
Figure B2:

Civilian Staff: Success rates through the Band B Assessment Centre – Ethnicity



**Figure B3:**

**Civilian Staff: Success rates through the Band B Assessment Centre - Disability**

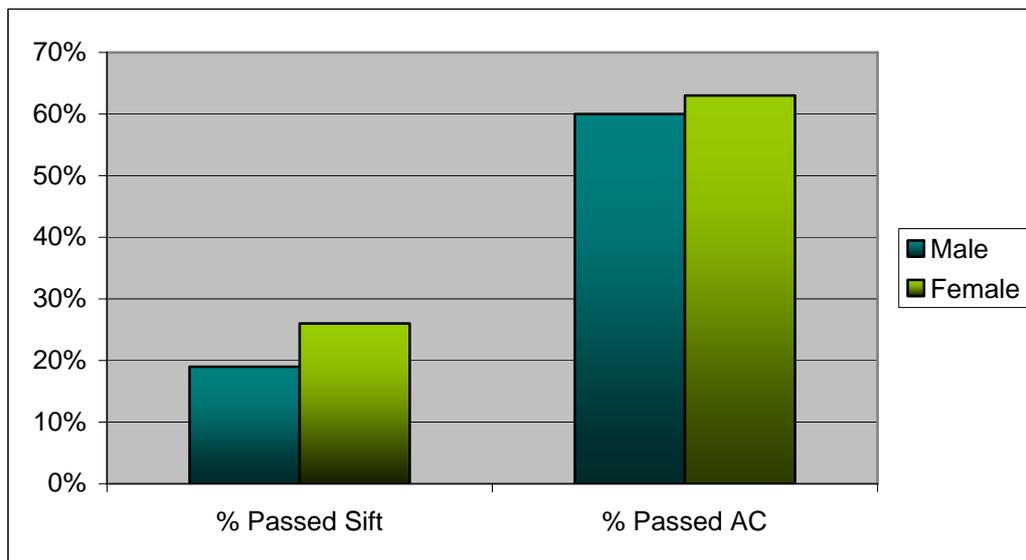


Source: DASA (Quad-Service)

**Band D Assessment Centre**

**Figure B4:**

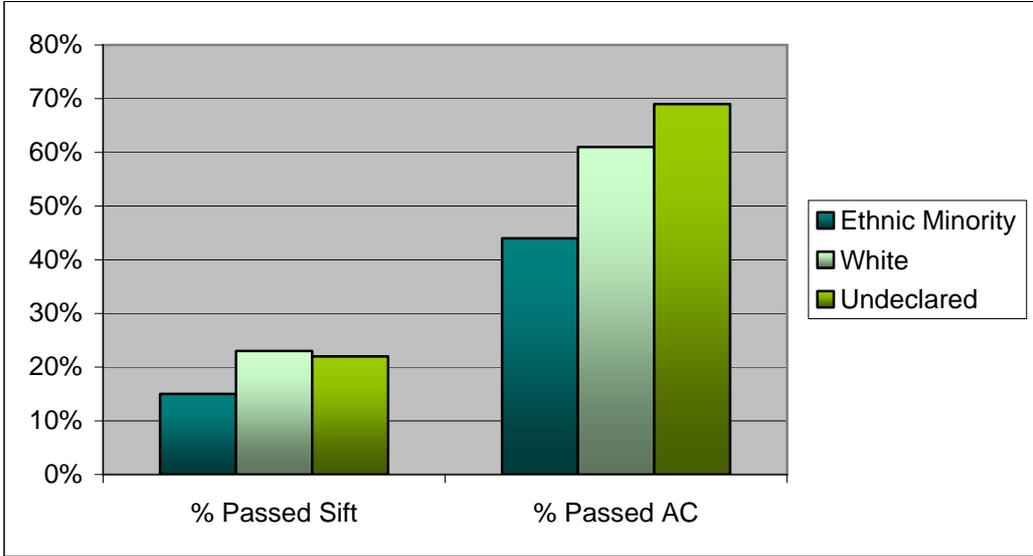
**Civilian Staff: Success rates through the Band D Assessment Centre - Gender**



Source: DASA (Quad-Service)

**Figure B5:**

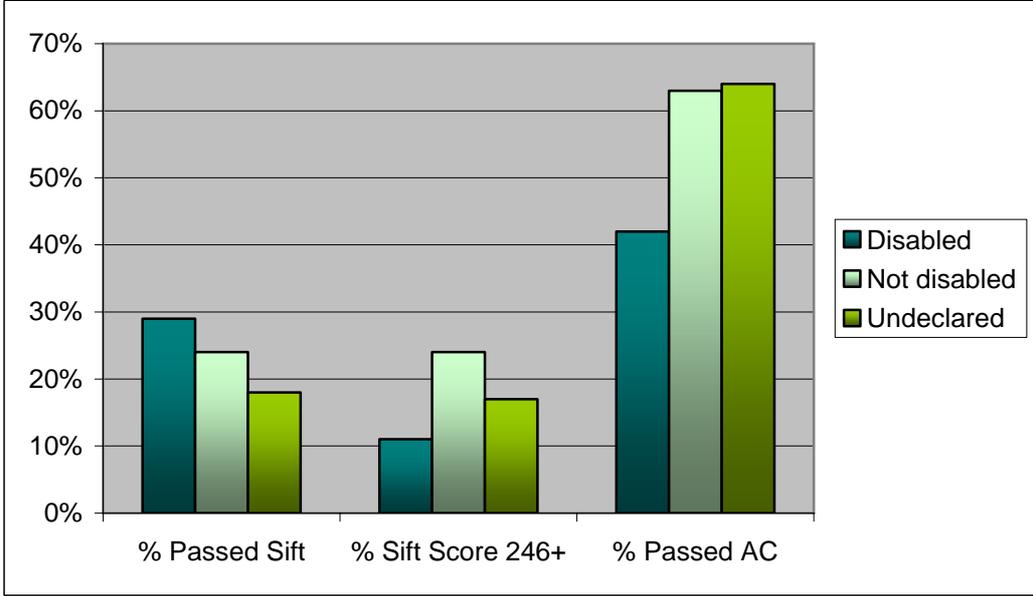
**Civilian Staff: Success rates through the Band D Assessment Centre - Ethnicity**



Source: DASA (Quad-Service)

**Figure B6:**

**Civilian Staff: Success rates through the Band D Assessment Centre - Disability**



Source: DASA (Quad-Service)

**Notes:**

1. The sift pass mark for Guaranteed Interview Scheme (GIS) candidates was 200. For non GIS candidates the pass mark was 246.

# Annex C: Ministry of Defence Police Employment

## Table C1

### MOD Police: Workforce profile by ethnicity at 1 April 2009

Racial Group	Headcount	
	Number	% of workforce <sup>3</sup>
White	3,000	98.5%
Mixed	20	0.5%
Asian	10	0.4%
Black	10	0.2%
Other Ethnic Background	10	0.4%
<b>Total declared ethnicity</b>	<b>3,050</b>	<b>86.0%</b>
Total undeclared ethnicity <sup>1</sup>	500	14.0%
<b>MOD Police Total<sup>2</sup></b>	<b>3,540</b>	

Source: DASA (Quad-Service)

#### Notes:

- Figures include all personnel with an unknown or undeclared ethnicity within HRMS.
- Totals include all personnel with a MOD Policy Agency Code and an identifiable Police rank within HRMS.
- Percentage calculations are based on known declared ethnicity status as recorded on HRMS, and exclude personnel with an unknown or undeclared ethnicity.

All figures are rounded to the nearest 10, with figures of 5 or below denoted by –  
Totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.  
Percentages are calculated from unrounded figures.

## Table C2

### MOD Police: Workforce profile by disability at 1 April 2009

	Headcount	
	Number	% of workforce <sup>3</sup>
No Disability	2,600	96.3%
Hearing Impairment	30	1.1%
Reduced Physical Capacity	20	0.8%
Unknown Disability	20	0.6%
Mobility Impairment	10	0.5%
Mental Illness	10	0.3%
Visual Impairment	10	0.2%
Learning Difficulties	-	*
Severe Disfigurement	-	*
Speech Impairment	-	*
<b>Total declared disability</b>	<b>2,710</b>	<b>76.3%</b>
Total undeclared disability <sup>1</sup>	840	23.7%
<b>MOD Police Total<sup>2</sup></b>	<b>3,550</b>	

Source: DASA (Quad-Service)

#### Notes:

- Figures include all personnel with an unknown or undeclared disability within HRMS.
- Totals include all personnel with a MOD Policy Agency Code and an identifiable Police rank within HRMS.
- Percentage calculations are based on known declared disability status as recorded on HRMS, and exclude personnel with an unknown or undeclared disability.

All figures are rounded to the nearest 10, with figures of 5 or below denoted by –  
Totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.  
Percentages are calculated from unrounded figures.

\* Denotes a percentage not calculated as base number is zero or fewer than 5 personnel.

## Table C3

### MOD Police: Workforce profile by gender at 1 April 2009

	Headcount	
	Number	% of workforce <sup>3</sup>
Male	3,180	89.8%
Female	360	10.2%
<b>MOD Police Total<sup>1</sup></b>	<b>3,540</b>	

Source: DASA (Quad-Service)

#### Notes:

- Totals include all personnel with a MOD Policy Agency Code and an identifiable Police rank within HRMS.  
All figures are rounded to the nearest 10, with figures of 5 or below denoted by –  
Totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.  
Percentages are calculated from unrounded figures.

**Table C4**

**MOD Police: Strength of MOD Police personnel<sup>1</sup> by ethnicity and rank at 1 April each year**

	Headcount					
	2004	2005	2006	2007	2008	2009
<b>MOD Police Total</b>	<b>3,390</b>	<b>3,400</b>	<b>3,430</b>	<b>3,520</b>	<b>3,500</b>	<b>3,540</b>
<b>White</b>	<b>2,440</b>	<b>2,640</b>	<b>2,960</b>	<b>3,040</b>	<b>3,020</b>	<b>3,000</b>
Chief Constable	-	-	-	-	-	-
Deputy Chief Constable	-	-	-	-	-	-
Assistant Chief Constable	-	-	-	-	-	-
Chief Superintendent	10	10	10	10	10	10
Superintendent	20	20	20	20	30	20
Chief Inspector	60	60	70	60	70	60
Inspector	100	120	130	130	130	130
Police Sergeant	410	440	470	450	460	440
Police Constable	1,840	1,980	2,250	2,350	2,320	2,340
<b>Ethnic Minorities</b>	<b>60</b>	<b>50</b>	<b>50</b>	<b>50</b>	<b>40</b>	<b>40</b>
Chief Constable	-	-	-	-	-	-
Deputy Chief Constable	-	-	-	-	-	-
Assistant Chief Constable	-	-	-	-	-	-
Chief Superintendent	-	-	-	-	-	-
Superintendent	-	-	-	-	-	-
Chief Inspector	-	-	-	-	-	-
Inspector	-	-	-	-	-	-
Police Sergeant	10	10	10	10	10	10
Police Constable	40	30	40	40	30	40
<b>Undeclared</b>	<b>890</b>	<b>710</b>	<b>420</b>	<b>420</b>	<b>440</b>	<b>500</b>
Chief Constable	-	-	-	-	-	-
Deputy Chief Constable	-	-	-	-	-	-
Assistant Chief Constable	-	-	-	-	-	-
Chief Superintendent	-	-	-	-	-	-
Superintendent	-	-	-	-	-	-
Chief Inspector	10	10	-	10	-	10
Inspector	30	20	20	20	20	20
Police Sergeant	110	80	60	60	60	70
Police Constable	740	600	330	340	350	390

**Ethnic Minorities as a percentage of total workforce excluding undeclared personnel**

<b>All Ranks</b>	<b>2.2%</b>	<b>1.8%</b>	<b>1.7%</b>	<b>1.7%</b>	<b>1.4%</b>	<b>1.5%</b>
Chief Constable	*	*	*	*	*	*
Deputy Chief Constable	*	*	*	*	*	*
Assistant Chief Constable	*	*	*	*	*	*
Chief Superintendent	*	*	*	*	*	*
Superintendent	*	*	*	*	*	*
Chief Inspector	*	*	*	*	*	*
Inspector	*	*	*	*	*	*
Police Sergeant	2.1%	2.2%	2.1%	2.2%	1.7%	1.4%
Police Constable	2.1%	1.7%	1.7%	1.7%	1.4%	1.5%

Source: DASA(Quad-Service)

**Notes:**

1. Totals include all personnel with a MOD Police Agency Code and an identifiable Police rank within HRMS.

All figures are rounded to the nearest 10, with figures of 5 or below denoted by -

Totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.

Percentages are calculated from unrounded figures.

\* Denotes a percentage not calculated as base number is zero or fewer than 5 personnel.

**Table C5**

**MOD Police: Strength of MOD Police personnel<sup>1</sup> by disability and rank at 1 April each year**

	Headcount					
	2004	2005	2006	2007	2008	2009
<b>MOD Police Total</b>	<b>3,390</b>	<b>3,400</b>	<b>3,430</b>	<b>3,520</b>	<b>3,500</b>	<b>3,540</b>
<b>Disabled</b>	<b>60</b>	<b>50</b>	<b>50</b>	<b>50</b>	<b>60</b>	<b>100</b>
Chief Constable	-	-	-	-	-	-
Deputy Chief Constable	-	-	-	-	-	-
Assistant Chief Constable	-	-	-	-	-	-
Chief Superintendent	-	-	-	-	-	-
Superintendent	-	-	-	-	-	-
Chief Inspector	-	-	-	-	-	-
Inspector	-	10	-	-	10	10
Police Sergeant	10	10	10	10	10	20
Police Constable	40	40	30	40	40	70
<b>Not Disabled</b>	<b>1,710</b>	<b>1,940</b>	<b>2,200</b>	<b>2,330</b>	<b>2,370</b>	<b>2,600</b>
Chief Constable	-	-	-	-	-	-
Deputy Chief Constable	-	-	-	-	-	-
Assistant Chief Constable	-	-	-	-	-	-
Chief Superintendent	10	10	10	10	10	10
Superintendent	20	20	20	20	20	20
Chief Inspector	40	50	60	50	50	60
Inspector	80	90	100	100	100	110
Police Sergeant	260	310	340	340	340	350
Police Constable	1,290	1,460	1,670	1,810	1,840	2,050
<b>Undeclared</b>	<b>1,630</b>	<b>1,400</b>	<b>1,180</b>	<b>1,130</b>	<b>1,080</b>	<b>840</b>
Chief Constable	-	-	-	-	-	-
Deputy Chief Constable	-	-	-	-	-	-
Assistant Chief Constable	-	-	-	-	-	-
Chief Superintendent	-	-	-	-	-	-
Superintendent	10	10	10	10	10	10
Chief Inspector	20	20	20	20	20	10
Inspector	40	50	50	50	50	30
Police Sergeant	250	210	200	180	180	140
Police Constable	1,290	1,120	910	880	820	640

**Disabled staff as a percentage of total workforce excluding undeclared personnel**

<b>All Ranks</b>	<b>3.2%</b>	<b>2.7%</b>	<b>2.2%</b>	<b>2.2%</b>	<b>2.4%</b>	<b>3.7%</b>
Chief Constable	*	*	*	*	*	*
Deputy Chief Constable	*	*	*	*	*	*
Assistant Chief Constable	*	*	*	*	*	*
Chief Superintendent	*	*	*	*	*	*
Superintendent	*	*	*	*	*	*
Chief Inspector	*	*	*	*	*	*
Inspector	*	6.1%	*	*	5.7%	8.5%
Police Sergeant	4.4%	3.1%	2.6%	2.9%	3.1%	5.1%
Police Constable	3.0%	2.3%	2.0%	2.0%	2.2%	3.2%

Source: DASA(Quad-Service)

**Notes:**

1. Totals include all personnel with a MOD Police Agency Code and an identifiable Police rank within HRMS.

All figures are rounded to the nearest 10, with figures of 5 or below denoted by -

Totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.

Percentages are calculated from unrounded figures.

\* Denotes a percentage not calculated as base number is zero or fewer than 5 personnel.

**Table C6**

**MOD Police: Strength of MOD Police personnel<sup>1</sup> by gender and rank at 1 April each year**

	Headcount					
	2004	2005	2006	2007	2008	2009
<b>MOD Police Total</b>	<b>3,390</b>	<b>3,400</b>	<b>3,430</b>	<b>3,520</b>	<b>3,500</b>	<b>3,540</b>
Chief Constable	-	-	-	-	-	-
Deputy Chief Constable	-	-	-	-	-	-
Assistant Chief Constable	-	-	-	-	-	-
Chief Superintendent	10	10	10	10	10	10
Superintendent	20	20	30	30	30	30
Chief Inspector	70	70	70	70	70	70
Inspector	130	150	150	150	160	150
Police Sergeant	530	530	540	530	540	520
Police Constable	2,620	2,610	2,620	2,720	2,700	2,760
<b>Female</b>	<b>310</b>	<b>310</b>	<b>330</b>	<b>350</b>	<b>350</b>	<b>360</b>
Chief Constable	-	-	-	-	-	-
Deputy Chief Constable	-	-	-	-	-	-
Assistant Chief Constable	-	-	-	-	-	-
Chief Superintendent	-	-	-	-	-	-
Superintendent	-	-	-	-	-	-
Chief Inspector	-	-	-	-	-	10
Inspector	10	10	10	10	10	10
Police Sergeant	40	40	40	50	50	50
Police Constable	250	250	270	280	280	290
<b>Male</b>	<b>3,080</b>	<b>3,090</b>	<b>3,100</b>	<b>3,170</b>	<b>3,150</b>	<b>3,180</b>
Chief Constable	-	-	-	-	-	-
Deputy Chief Constable	-	-	-	-	-	-
Assistant Chief Constable	-	-	-	-	-	-
Chief Superintendent	10	10	10	10	10	10
Superintendent	20	20	20	20	20	20
Chief Inspector	70	70	70	70	70	70
Inspector	120	140	140	140	140	140
Police Sergeant	490	490	500	480	490	470
Police Constable	2,370	2,360	2,350	2,440	2,420	2,470

**Females as a percentage of total workforce**

<b>All Ranks</b>	<b>9.1%</b>	<b>9.1%</b>	<b>9.6%</b>	<b>9.9%</b>	<b>10.0%</b>	<b>10.2%</b>
Chief Constable	*	*	*	*	*	*
Deputy Chief Constable	*	*	*	*	*	*
Assistant Chief Constable	*	*	*	*	*	*
Chief Superintendent	*	*	*	*	*	*
Superintendent	*	*	*	*	*	*
Chief Inspector	*	*	*	*	*	8.1%
Inspector	4.7%	6.0%	5.9%	6.6%	8.4%	8.2%
Police Sergeant	7.6%	8.1%	7.6%	8.9%	9.0%	9.1%
Police Constable	9.6%	9.6%	10.3%	10.4%	10.5%	10.6%

Source: DASA(Quad-Service)

**Notes:**

1. Totals include all personnel with a MOD Police Agency Code and an identifiable Police rank within HRMS.

All figures are rounded to the nearest 10, with figures of 5 or below denoted by -

Totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.

Percentages are calculated from unrounded figures.

\* Denotes a percentage not calculated as base number is zero or fewer than 5 personnel.

**Table C7**

**MOD Police: Recruitment during 2008/09 by ethnicity, disability status and gender**

	Applications Received	Passed paper sift (CBQ Stage)	Passed SEARCH™ (Assessment Centre)
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<b>Ethnicity</b>			
White	700	160	100
Ethnic Minority	50	10	-
Unknown	390	70	20
<b>Total</b>	<b>1140</b>	<b>240</b>	<b>130</b>

<b>Disability</b>			
No Disability	860	180	120
Disability	-	-	-
Unknown	280	60	-
<b>Total</b>	<b>1140</b>	<b>240</b>	<b>130</b>

<b>Gender</b>			
Male	960	200	110
Female	180	240	10
<b>Total</b>	<b>240</b>	<b>240</b>	<b>130</b>

Source: National Policing Improvement Agency CASA Database

Notes

1. 'Unknown' refers to applicants who have not declared or opted to 'Choose not to declare'

All figures are rounded to the nearest 10, with figures of 5 or below denoted by –

Totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.

**Table C8**

**MOD Police: Total intake by ethnicity, disability, gender and age status**

	Headcount					
	2006/07		2007/08		2008/09	
	Intake	Percentage of Intake <sup>2</sup>	Intake	Percentage of Intake <sup>2</sup>	Intake	Percentage of Intake <sup>2</sup>
<b>MOD Police Total<sup>1</sup></b>	<b>250</b>		<b>150</b>		<b>200</b>	
<b>Ethnicity</b>						
White	180	97.9%	110	99.1%	120	96.1%
Ethnic Minority	-	*	-	*	-	*
<b>Total declared ethnicity</b>	<b>190</b>	<b>74.3%</b>	<b>110</b>	<b>72.2%</b>	<b>130</b>	<b>64.8%</b>
Total undeclared ethnicity <sup>3</sup>	60	25.7%	40	27.8%	70	35.2%
<b>Disability</b>						
No Disability	220	99.1%	140	98.6%	200	100.0%
Disability	-	*	-	*	-	*
<b>Total declared disability</b>	<b>220</b>	<b>87.7%</b>	<b>140</b>	<b>95.4%</b>	<b>200</b>	<b>99.5%</b>
Total undeclared disability <sup>3</sup>	30	12.3%	10	4.6%	-	*
<b>Gender</b>						
Male	220	87.0%	130	86.1%	180	90.3%
Female	30	13.0%	20	13.9%	20	9.7%
<b>Age</b>						
16 - 19	-	*	-	*	-	*
20 - 24	60	25.7%	30	19.9%	60	31.1%
25 - 29	60	23.3%	40	25.8%	60	30.6%
30 - 34	20	6.7%	20	12.6%	20	11.2%
35 - 39	20	7.9%	20	11.3%	10	7.1%
40 - 44	20	9.5%	10	7.9%	10	5.1%
45 - 49	20	8.7%	10	7.9%	10	5.6%
50 - 54	30	10.7%	20	11.3%	10	7.1%
55 - 59	20	5.9%	-	*	-	*
60+	-	*	-	*	-	*

Source: DASA(Quad-Service)

**Notes:**

1. Totals include all personnel with a MOD Police Agency Code and an identifiable Police rank within HRMS.
2. Percentage calculations are based on known declared age, ethnicity or disability status as recorded on HRMS, and exclude personnel with an unknown or undeclared status.
3. Figures include all personnel with an unknown or undeclared ethnicity or disability within HRMS.

All figures are rounded to the nearest 10, with figures of 5 or below denoted by -

Totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.

Percentages are calculated from unrounded figures.

\* Denotes a percentage not calculated as base number is zero or fewer than 5 personnel.

**Table C9**

**MOD Police: Promotion during 2008/09 by ethnicity, disability status and gender**

**Constable to Sergeant**

	Exam Applied	Exam Passed	PAC Applied	PAC Passed	Interview Applied	Interview Passed
--	--------------	-------------	-------------	------------	-------------------	------------------

<b>Ethnicity</b>						
White	160	50	120	50	80	40
Ethnic Minority	-	-	-	-	-	-
Unknown	20	10	10	10	10	10
<b>Total</b>	<b>180</b>	<b>60</b>	<b>130</b>	<b>50</b>	<b>90</b>	<b>40</b>

<b>Disability</b>						
No Disability	120	50	90	40	70	30
Disability	10	-	10	-	-	-
Unknown	50	10	30	10	20	10
<b>Total</b>	<b>180</b>	<b>60</b>	<b>130</b>	<b>50</b>	<b>90</b>	<b>40</b>

<b>Gender</b>						
Male	150	50	120	50	70	30
Female	30	10	10	10	10	10
<b>Total</b>	<b>180</b>	<b>60</b>	<b>130</b>	<b>50</b>	<b>90</b>	<b>40</b>

Source: MDP Exams Unit, PPPA MDP Recruitment Team and PPPA MI Team

**Notes**

1. 'Unknown' refers to staff who have not declared or opted to 'Choose not to declare'
2. Figures do not necessarily correlate between each stage of the process as, if successful, staff can choose when to move onto the next stage and this may not be during the same FY.

All figures are rounded to the nearest 10, with figures of 5 or below denoted by –

Totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.

**Table C10**

**MOD Police: Promotion during 2008/09 by ethnicity, disability status and gender**

**Sergeant to Inspector**

	Exam Applied	Exam Passed	PAC Applied	PAC Passed	Interview Applied	Interview Passed
--	--------------	-------------	-------------	------------	-------------------	------------------

<b>Ethnicity</b>						
White	30	10	50	20	30	10
Ethnic Minority	-	-	-	-	-	-
Unknown	-	-	10	10	10	-
<b>Total</b>	<b>30</b>	<b>10</b>	<b>60</b>	<b>20</b>	<b>40</b>	<b>10</b>

<b>Disability</b>						
No Disability	20	10	40	10	20	10
Disability	-	-	-	-	-	-
Unknown	10	-	20	10	10	-
<b>Total</b>	<b>30</b>	<b>10</b>	<b>60</b>	<b>20</b>	<b>40</b>	<b>10</b>

<b>Gender</b>						
Male	20	10	50	20	30	10
Female	10	-	10	-	-	-
<b>Total</b>	<b>30</b>	<b>10</b>	<b>60</b>	<b>20</b>	<b>40</b>	<b>10</b>

Source: MDP Exams Unit, PPPA MDP Recruitment Team and PPPA MI Team

Notes

1. 'Unknown' refers to staff who have not declared or opted to 'Choose not to declare'
2. Figures do not necessarily correlate between each stage of the process as, if successful, staff can choose when to move onto the next stage and this may not be during the same FY.

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Totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.

**Table C11**

**MOD Police: Promotion during 2008/09 by ethnicity, disability status and gender**

**Inspector to Chief Inspector**

	Applied	Passed Sift	Interview Applied	Interview Passed
--	---------	-------------	-------------------	------------------

<b>Ethnicity</b>				
White	50	20	20	10
Ethnic Minority	-	-	-	-
Not Known	10	-	-	-
<b>Total</b>	<b>60</b>	<b>20</b>	<b>20</b>	<b>10</b>

<b>Disability</b>				
No Disability	40	20	20	10
Disability	-	-	-	-
Unknown	10	10	10	-
<b>Total</b>	<b>60</b>	<b>20</b>	<b>20</b>	<b>10</b>

<b>Gender</b>				
Male	50	20	20	10
Female	-	-	-	-
<b>Total</b>	<b>60</b>	<b>20</b>	<b>20</b>	<b>10</b>

Source: MDP Exams Unit, PPPA MDP Recruitment Team and PPPA MI Team

Notes

1. 'Unknown' refers to staff who have not declared or opted to 'Choose not to declare'

All figures are rounded to the nearest 10, with figures of 5 or below denoted by –

Totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.

Table C12

**MOD Police: Promotion during 2008/09 by ethnicity, disability status and gender**

**Chief Inspector to Superintendent**

	Exam Applied	Exam Passed	Interview Applied	Interview Passed
--	--------------	-------------	-------------------	------------------

<b>Ethnicity</b>				
White	30	10	10	-
Ethnic Minority	-	-	-	-
Unknown	-	-	-	-
Total	30	10	10	10

<b>Disability</b>				
No Disability	30	10	10	-
Disability	-	-	-	-
Unknown	10	-	-	-
Total	30	10	10	10

<b>Gender</b>				
Male	30	10	10	10
Female	-	-	-	-
Total	30	10	10	10

Source: MDP Exams Unit, PPPA MDP Recruitment Team and PPPA MI Team

Notes

1. 'Unknown' refers to staff who have not declared or opted to 'Choose not to declare'

All figures are rounded to the nearest 10, with figures of 5 or below denoted by –

Totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.

**Table C13****MOD Police: Number of MOD Police who completed training courses during 2008/09 by ethnicity, disability status and gender**

<b>Ethnicity</b>	<b>Number</b>
White	120
Ethnic Minority	-
Unknown	10
<b>Total</b>	<b>130</b>

<b>Disability</b>	<b>Number</b>
No Disability	100
Disability	10
Unknown	20
<b>Total</b>	<b>130</b>

<b>Gender</b>	<b>Number</b>
Male	110
Female	30
<b>Total</b>	<b>130</b>

Source: Oracle Discoverer and PPPA MI Team

## Notes

1. 'Unknown' refers to staff who have not declared or opted to 'Choose not to declare'
2. Duplicate staff numbers (i.e. those who attended more than one course) are not included in this analysis

All figures are rounded to the nearest 10, with figures of 5 or below denoted by –

Totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.

**Table C14****MOD Police: Misconduct Cases during 2008/09 by ethnicity and gender**

<b>Ethnicity</b>	<b>Number</b>
White	40
Ethnic Minority	-
Unknown	70
<b>Total</b>	<b>120</b>

<b>Gender</b>	<b>Number</b>
Male	110
Female	10
<b>Total</b>	<b>120</b>

Source: MDP Professional Standards Department

## Notes

1. 'Unknown' refers to staff who have not declared or opted to 'Choose not to declare'

All figures are rounded to the nearest 10, with figures of 5 or below denoted by –

Totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.

Table C15

## MOD Police: Total outflow by ethnicity, disability, gender and age status

	2006/07		2007/08		2008/09	
	Outflow	Percentage of Outflow <sup>2</sup>	Outflow	Percentage of Outflow <sup>2</sup>	Outflow	Percentage of Outflow <sup>2</sup>
<b>MOD Police Total<sup>1</sup></b>	<b>160</b>		<b>160</b>		<b>160</b>	
Headcount						
<b>Ethnicity</b>						
White	140	97.2%	140	96.6%	140	97.3%
Ethnic Minority	-	*	-	*	-	*
<b>Total declared ethnicity</b>	<b>140</b>	<b>88.3%</b>	<b>150</b>	<b>90.9%</b>	<b>150</b>	<b>89.6%</b>
Total undeclared ethnicity <sup>3</sup>	20	11.7%	20	9.1%	20	10.4%
<b>Disability</b>						
No Disability	110	98.2%	130	95.7%	120	93.8%
Disability	-	*	10	4.3%	10	6.2%
<b>Total declared disability</b>	<b>110</b>	<b>68.7%</b>	<b>140</b>	<b>84.8%</b>	<b>130</b>	<b>79.8%</b>
Total undeclared disability <sup>3</sup>	50	31.3%	20	15.2%	30	20.2%
<b>Gender</b>						
Male	150	92.6%	140	88.4%	150	92.6%
Female	10	7.4%	20	11.6%	10	7.4%
<b>Age</b>						
16 - 19	-	*	-	*	-	*
20 - 24	10	6.7%	20	11.0%	20	11.7%
25 - 29	20	11.7%	40	21.3%	20	14.1%
30 - 34	10	5.5%	10	7.3%	10	8.0%
35 - 39	20	9.2%	10	7.9%	10	6.1%
40 - 44	20	9.2%	10	6.7%	10	6.7%
45 - 49	10	6.7%	10	5.5%	20	9.2%
50 - 54	10	8.0%	20	10.4%	20	11.0%
55 - 59	60	37.4%	40	26.2%	40	25.8%
60+	10	4.9%	10	3.7%	10	6.7%

Source: DASA(Quad-Service)

**Notes:**

1. Totals include all personnel with a MOD Police Agency Code and an identifiable Police rank within HRMS.
2. Percentage calculations are based on known declared age, ethnicity or disability status as recorded on HRMS, and exclude personnel with an unknown or undeclared status.
3. Figures include all personnel with an unknown or undeclared ethnicity or disability within HRMS.

All figures are rounded to the nearest 10, with figures of 5 or below denoted by -

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Percentages are calculated from unrounded figures.

\* Denotes a percentage not calculated as base number is zero or fewer than 5 personnel.

**Table C16**

**MOD Police: Total Outflow Method by ethnicity and gender**

	Resignation without pension	Resignation with pension, age, ill health and other retirement	Dismissal	Death in Service
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<b>Ethnicity</b>				
White	70	60	-	-
Ethnic Minority	-	-	-	-
Unknown	10	10	-	-
<b>Total</b>	<b>90</b>	<b>70</b>	<b>-</b>	<b>10</b>

<b>Disability</b>				
No Disability	30	30	-	-
Disability	-	10	-	-
Unknown	60	40	-	-
<b>Total</b>	<b>90</b>	<b>70</b>	<b>-</b>	<b>10</b>

<b>Gender</b>				
Male	80	70	-	10
Female	10	-	-	-
<b>Total</b>	<b>90</b>	<b>70</b>	<b>-</b>	<b>10</b>

Source: Oracle Discoverer and PPPA MI Team

**Notes**

1. 'Unknown' refers to staff who have not declared or opted to 'Choose not to declare'
2. Resignation with pension refers to staff who leave having reached the age at which a Civil Service pension is payable. This previously would have been referred to as "retirement". Age retirement refers to staff who reached the Normal Retiring Age applicable at the time of their departure.

All figures are rounded to the nearest 10, with figures of 5 or below denoted by –

Totals and sub-totals have been rounded separately and so may not equal the sum of their rounded parts.

## Annex D: Ministry of Defence E&D Impact Assessment

### Progress against the Ministry of Defence Equality & Diversity Action Plan covering All Diversity Strands Serial 5

TLB	Number of policies listed	Number Part 1 assessed	How many Part 1 impact assessments outstanding	How many with impact identified	How many Part 2 impact assessed	Part 2 impact assessments outstanding	How many placed on the review program
Fleet	15	15	-	-	-	-	15
Land	3	3	-	1	1	-	2
Air Command <sup>i</sup>	-	-	-	-	-	-	
CJO							
Centre <sup>ii</sup>	549	486	63	43	41	2	477
DE <sup>iii</sup>	531	504	27	1	1	-	62
DE&S	221	159	62	21	20	1	221
DSG	-	-	-	-	-	-	-
DSTL <sup>iv</sup>	-	-	-	-	-	-	-
UKHO	-	-	-	-	-	-	-
Met Office	-	-	-	-	-	-	-

<sup>i</sup> Equality & Diversity Impact Assess is being reinforced throughout the Command. The policy and guidance has been promulgated; however a programme of rolling reviews will only be implemented when the e-learning module is available from DA Learning in line with other TLBs as previously discussed with your predecessors. Air Command are not aware of any policies at the moment where it will be necessary to conduct a full assessment (Part 1 and Part 2) within the report period. The impact assessments for this year are TLB Change Projects which are usually implemented within a year so do not require a rolling review programme. On the large change programmes lasting over a period of time initially Part 1 has been completed, the programme will be monitored and Part 2 will be completed if applicable.

<sup>ii</sup> Figures do not include MDPGA.

<sup>iii</sup> DE completed fifty part one assessments in 08/09.

<sup>iv</sup> Continued to make progress in this area. Various options have been assessed to assist Dstl with conducting impact assessments. Our intent is to develop a group of employees who will be responsible for these assessments. To assist in this development, Dstl has agreed to be part of the pilot for MODs E-learning Equality Impact Assessment Tool, and it will also partake in a pilot on a new impact assessment event being delivered by ACAS. Dstl has a number of staff experienced in diversity issues - two significant policies have therefore already been reviewed. As a result, one will be re-written to improve clarity, and to eliminate any potentially adverse impact on those with particular learning disabilities.