



This statistical release presents figures on diversity declaration and representation of protected characteristics of the military personnel employed by the Ministry of Defence (MOD). This publication meets the Department's obligations under the Public Sector Equality Duty to provide information on its workforce identified by the Equality Act 2010. Statistics are included on gender, ethnic origin, nationality, religion, age and maternity.

This is part of a series of Diversity Statistics bulletins, produced following the outcome of a public consultation on [Changes to Ministry of Defence Armed Forces Personnel Statistics](#). Information is provided on the number of **Military Personnel** in (defined as the **strength**), joining (**intake**) and leaving (**outflow**) the UK Armed Forces. Statistics are included for the **UK Regular Forces** and for **Future Reserves 2020 (FR20) Volunteer Reserve** personnel. Further statistics can be found in the [Excel tables](#).

Some of the statistics previously published in the following publications can now be found in this release: [Diversity Dashboard \(Military\)](#), [Annual](#) and [Quarterly](#) Personnel Reports, [Service Personnel Bulletin 2.01](#), [Annual maternity report](#) and [UK Reserve Forces and Cadets](#).

Key Points and Trends

10.1%	Female representation in the UK Regular Forces At 1 October 2015 <i>remained stable since 1 October 2014 (10.0 per cent)</i>
▼ 9.8%	Of total intake to the UK Regular Forces was female in the past 12 months (1 October 2014 to 30 September 2015) <i>a decrease from 10.1 per cent in the previous 12 month period</i>
13.6%	Female representation in the FR20 Volunteer Reserve At 1 October 2015 <i>remained stable since 1 October 2014 (13.6 per cent)</i>
7.0%	Black, Asian and Minority Ethnic (BAME) representation in the UK Regular Forces At 1 October 2015 <i>remained stable since 1 October 2014 (7.1 per cent)</i>
▼ 5.4%	Of total intake to the UK Regular Forces was BAME personnel in the past 12 months (1 October 2014 to 30 September 2015) <i>a decrease from 6.0 per cent in the previous 12 month period</i>
5.1%	BAME representation in the FR20 Volunteer Reserve At 1 October 2015 <i>remained stable since 1 October 2014 (5.0 per cent)</i>
▼ 78.8%	Of the UK Regular Forces have a religious affiliation At 1 October 2015 <i>a decrease from 80.8 per cent since 1 October 2014</i>
▼ 79.3%	Of the FR20 Volunteer Reserve have a religious affiliation At 1 October 2015 <i>a decrease from 81.9 per cent since 1 October 2014</i>
Age	The UK Regular Forces have a mean average age of 30 years compared to 37 years for the FR20 Volunteer Reserve At 1 October 2015 <i>no change since 1 October 2014</i>

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Background quality report: www.gov.uk/government/statistics/tri-service-personnel-bulletin-background-quality-reports

Would you like to be added to our **contact list**, so that we can inform you about updates to these statistics and consult you if we are thinking of making changes? You can subscribe to updates by emailing DefStrat-Stat-Tri-Enquiries@mod.uk

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Supplementary tables containing further statistics can be found at: <https://www.gov.uk/government/statistics/uk-armed-forces-biannual-diversity-statistics-2015>

A full glossary and other supporting documents are available here:

<https://www.gov.uk/government/publications/armed-forces-monthly-service-personnel-statistics-supplementary-documents>

Introduction

This publication contains diversity information on the **strength** of the UK Regular Forces and Future Reserves 2020 (FR20) Volunteer Reserve and **intake** and **outflow** for the UK Regular Forces; overall and for each of the Services: **Royal Navy/Royal Marines (RN/RM)**, **Army** and **Royal Air Force (RAF)**.

Statistics are for trained and untrained personnel unless otherwise stated. Ethnic origin and religion data are self-reported on the Joint Personnel Administration (JPA) system. Any percentages or figures quoted within this report relate to those with a **known** ethnic origin, religion or nationality.

Detailed statistics and historic time series can be found in the **Excel tables**; further historic statistics will be added in due course. In the meantime, historic statistics can be found in the previous publications outlined below. The **glossary** contains definitions of terminology used in this publication.

This publication was first released on 26 November 2015. This re-release is to allow for the inclusion of annual maternity statistics for the calendar year 2013. There is no update to the remainder of the publication this month, apart from a minor revision to the accompanying Excel table "Strength of UK Regular Forces by Ethnic Origin and Grouped Ranks" (table 2). This is to correct the breakdown of Mixed, Asian, Black and Other personnel for each Service. In total, 16 numbers have been corrected as the Officer and Other Ranks breakdowns were correct but the Totals were not due to a formula error.

The next edition of this publication will be published on GOV.UK at 9:30am on 26th May 2016. A calendar of upcoming MOD statistical releases can be found on **GOV.UK**.

Changes to Armed Forces personnel statistics

The Ministry of Defence is implementing changes to Armed Forces personnel statistics. Previous Tri-Service publications have been reviewed, including: **Monthly**, **Quarterly** and **Annual** Personnel Reports, **UK Reserve Forces and Cadets**, **Service Personnel Bulletin 2.01**, **Service and Civilian Bulletin 2.03**, **UK Armed Forces Maternity Report**, **Diversity Dashboard (Military)** and **Quarterly Location Statistics**.

Following the consultation on **Changes to Ministry of Defence Armed Forces Personnel Statistics**, the above nine publications are being amalgamated into four new publications. The consultation response includes further detail on the changes.

A National Statistics publication

The United Kingdom Statistics Authority has designated these statistics as National Statistics, in accordance with the Statistics and Registration Service Act 2007 and signifying compliance with the Code of Practice for Official Statistics. This publication has since undergone a change in presentation following a public consultation, though the underlying methodology of producing the data remains unchanged. The MOD continues to seek feedback from users to ensure this publication is meeting user needs.

Designation can be broadly interpreted to mean that the statistics:

- meet identified user needs;
- are well explained and readily accessible;
- are produced according to sound methods; and
- are managed impartially and objectively in the public interest.

Once statistics have been designated as National Statistics it is a statutory requirement that the Code of Practice shall continue to be observed.

Background and context

Diversity statistics are reported to meet the Department's obligations under the Public Sector Equality Duty to provide information on its workforce in relation to the protected characteristics identified by the Equality Act 2010. Further information relating to the Public Sector Equality Duty can be found at: <http://www.equalityhumanrights.com/advice-and-guidance/public-sector-equality-duty/>

On its website MOD publicises the importance placed on the Armed Forces being representative of the diverse society they exist to defend; and states that 'operational effectiveness depends on cohesion and teamwork, which are enhanced by treating everyone fairly, with dignity and respect'.

Recent changes to the structure of the UK Armed Forces

The UK Armed Forces has been through a period of structural change over the past five years. There has been a decrease in the strength of UK Regular personnel and Gurkhas, driven by planned reductions in the numbers of personnel under the **Strategic Defence and Security Review (SDSR) 2010**, the **Three Month Exercise (3ME)** and **Army 2020 (A2020)**. In parallel, there have been increases in the Reserves populations; the **Future Reserves 2020 (FR20) programme** aims to increase the size of the Reserve Forces. Further personnel statistics and information on these changes can be found in **Monthly Service Personnel Statistics**.

The **National Security Strategy and Strategic Defence and Security Review 2015** was published on 23rd November 2015, which was after this release was finalised.

Gender

The Armed Forces have an exemption from the Equality Act 2010 for reasons of combat effectiveness and there are restrictions on females serving in close-combat roles. The principal roles closed to women are: the Royal Marines General Service, the Household Cavalry and Royal Armoured Corps, the Infantry and Royal Air Force Regiment. Figures compiled in 2014 show that 78.1% of posts in the RN/RM, 70.6% of posts in the Army and 93.7% of posts in the RAF are open to women. The RAF has seen a reduction in the proportion of posts open to women due to the number of RAF Regiment posts remaining static during a period of redundancies across the wider RAF. The ban preventing women serving on board submarines was lifted in 2011. In May 2014, it was announced that three Officers had earned their "Dolphins' Badge" becoming the first female submariners. In addition, it was announced on 8 May 2014 that a review into women serving in front combat roles in the Armed Forces, scheduled for 2018, has been brought forward.

Ethnic origin

Under the SDSR 2010, one of the areas reviewed was the Commonwealth recruitment rules. It was announced on 11 July 2013 that the MOD would reintroduce the five-years UK residency requirement for future new recruits from Commonwealth countries. This did not affect personnel already serving, or going through the recruitment process at the time of the announcement, those from the Republic of Ireland or for the Brigade of Gurkhas.

Please see below:

www.gov.uk/government/news/uk-residency-rules-for-armed-forces-recruits
www.gov.uk/government/publications/armed-forces-arf/armed-forces-arf--2

Gender

UK Regular Forces

Strength

- At 1 October 2015, 10.1 per cent of the UK Regular Forces were female. This has remained stable since 1 October 2014.

The RAF has the greatest proportion of female personnel followed by the RN/RM and the Army (Figure 1). This is partly explained by restrictions on roles available to women and the nature of the roles in each of the Services (see Background, page 3).

- At 1 October 2015, there were more female personnel in the Officers (12.8 per cent), compared to Other Ranks (9.6 per cent).

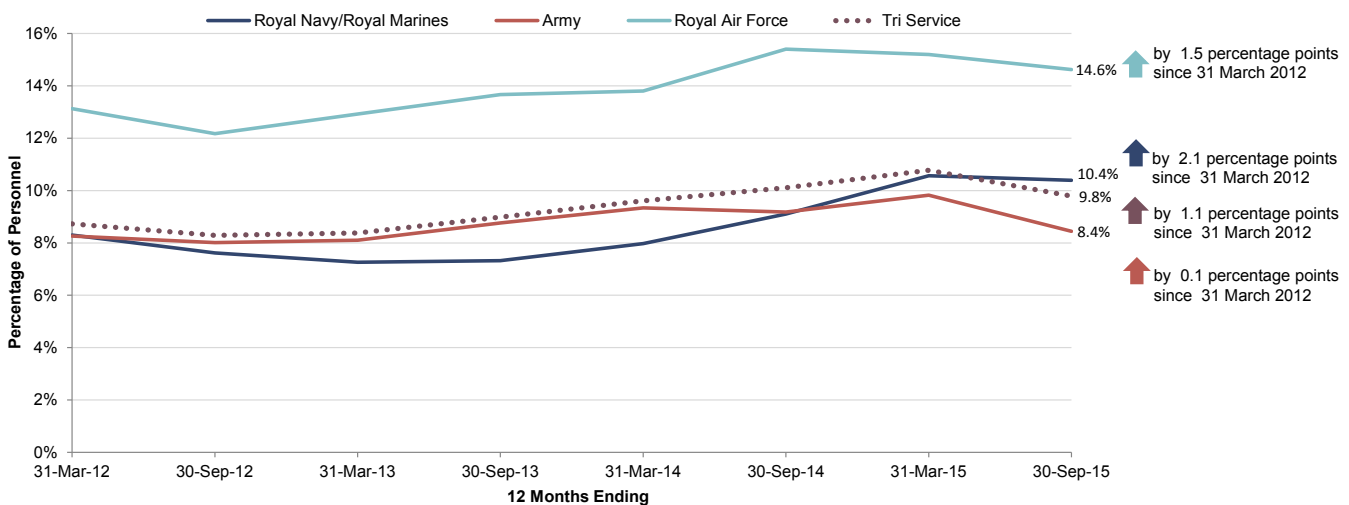
Generally female personnel are in the lower ranks for both Officers and Other Ranks. Possible explanations for this include the length of time it takes to reach senior ranks. Historical data show that the proportion of females in the Armed Forces in 1975 was less than half of the current level, and although this has steadily increased, females have tended to have shorter lengths of service, and therefore will be at lower ranks. In addition, until 1990, women were required to leave the Armed Forces if they became pregnant. More recently, targeted recruitment has sought to increase the number of females.

Intake and Outflow

Female personnel represented 9.8 per cent of intake to the UK Regular Forces in the 12 months to 30 September 2015, a slight decrease from 10.1 per cent in the 12 months to 30 September 2014.

- Intake of female personnel into the UK Regular Forces is higher into the Officers (14.0 per cent), than the Other Ranks (9.4 per cent).

Figure 2. Female intake representation into the UK Regular Forces, by Service



Of total outflow from the UK Regular Forces, 9.2 per cent was female personnel in the 12 months to 30 September 2015. Outflow of female personnel in the 12 months to 30 September 2015 has increased by 2.1 percentage points in the RN/RM and 0.8 percentage points in the Army, compared to the 12 months to 30 September 2014. Outflow of female personnel from the RAF has remained stable at 13.9 per cent of total outflow.

UK Regulars are full time Service personnel, including Nursing Services, excluding FTRS personnel, Gurkhas, mobilised Reservists, Military Provost Guarding Service (MPGS), Locally Engaged Personnel (LEP), and Non Regular Permanent Service (NRPS).

Strength is the number of personnel. **Intake** is defined as the number joining the strength, whereas **outflow** is the number leaving.

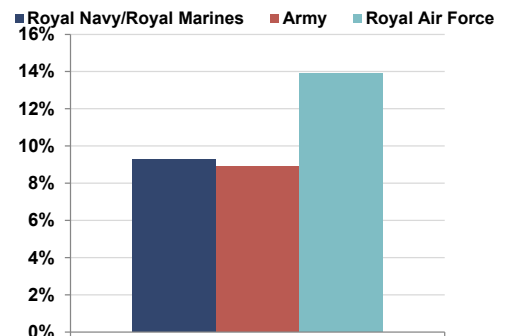


Figure 1: UK Regular Force Female Representation as at 1 October 2015

Gender

FR20 Volunteer Reserve

Strength

The number of females in the FR20 Volunteer Reserve has increased at the same rate as the males and as a result the proportion of females has remained stable at 13.6 per cent since 1 October 2012. This is mainly due to the Future Reserves 2020 programme plans to increase the size of the Reserve Forces.

- Since 1 October 2014 there has been an increase in female representation of 2.4 percentage points in the Royal Air Force Reserves, it has remained constant in the Maritime Reserve and has decreased in the Army Reserve by 0.2 percentage points. (Table 1).
- Female representation is higher in the Officers compared to the Other Ranks in all three Services. The Royal Air Force Reserves has the highest Officer female representation at 22.4%, as at 1 October 2015 (Figure 3).

Volunteer Reserves voluntarily accept an annual training commitment and are liable to be mobilised to deploy on operations. They can be utilised on a part-time or full-time basis to provide support to the Regular Forces at home and overseas.

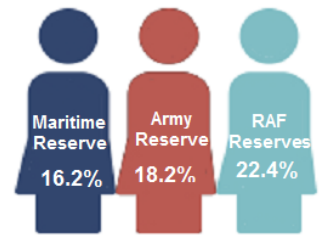


Table 1: FR20 Volunteer Reserve Strength by Service and Gender

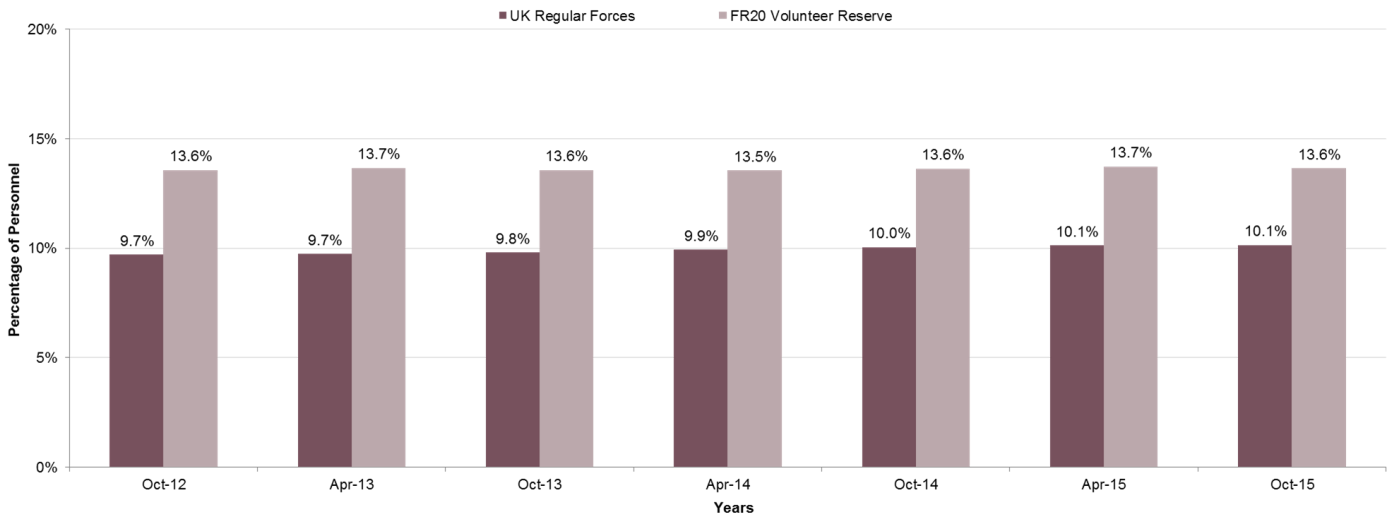
	1 Oct 14			1 Oct 15			Change in female representation
	Total Strength	Female	%	Total Strength	Female	%	
Tri Service	28 470	3 880	13.6	33 280	4 540	13.6	↔
Maritime Reserve	2 970	470	15.7	3 430	540	15.7	↔
Army Reserve	23 650	3 100	13.1	27 420	3 540	12.9	↓
Royal Air Force Reserves	1 850	310	16.7	2 430	460	19.1	↑

Source: Defence Statistics (Tri-Service)

Figure 3. FR20 Volunteer Reserve Officer Female Representation, as at 1 Oct 2015

Comparison between the UK Regular Forces and FR20 Volunteer Reserve

Figure 4. UK Regular Forces and FR20 Volunteer Reserve Female Representation



Female representation has remained stable since 1 October 2012 in the FR20 Volunteer Reserve and increased in the UK Regular Forces. As at 1 October 2015 there are proportionally more females in the FR20 Volunteer Reserve (13.6 per cent) compared to the UK Regular Forces (10.1 per cent) (Figure 4).

- As at 1 October 2015, the difference in female representation between the UK Regular Forces and the FR20 Volunteer Reserve was biggest in the RN/RM (6.4 percentage points), followed by the RAF (5.2 percentage points) and the Army (4.0 percentage points).

Ethnic origin & Nationality

At 1 October 2015, declaration rates for UK Regular personnel were 99.0 per cent for ethnic origin and more than 99.9 per cent for nationality. For the FR20 Volunteer Reserve the ethnic origin declaration rate was 98.3 per cent.

Declaration of **Ethnic origin** is not mandatory for Armed Forces personnel. These statistics only relate to those with a **known** ethnic origin or nationality.

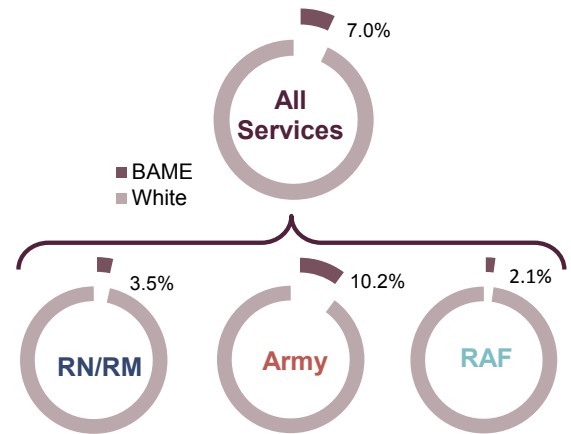
UK Regular Forces

Strength

- At 1 October 2015, 95.4 per cent of the UK Regular Forces declared a **UK Nationality** and 4.6 per cent declared a non-UK nationality.
- BAME personnel comprise 7.0 per cent of the UK Regular Forces. This proportion has remained stable since 1 October 2014.

There are a greater proportion of BAME personnel in the Other Ranks (8.0 per cent) than there are in the Officers (2.4 per cent). Since 2009, Gurkha personnel have been able to transfer into the UK Regular Army; this can partially explain the larger proportion of BAME personnel in the Army, than the other two Services (Figure 5).

Figure 5. Ethnic origin of the UK Regular Forces at 1 October 2015

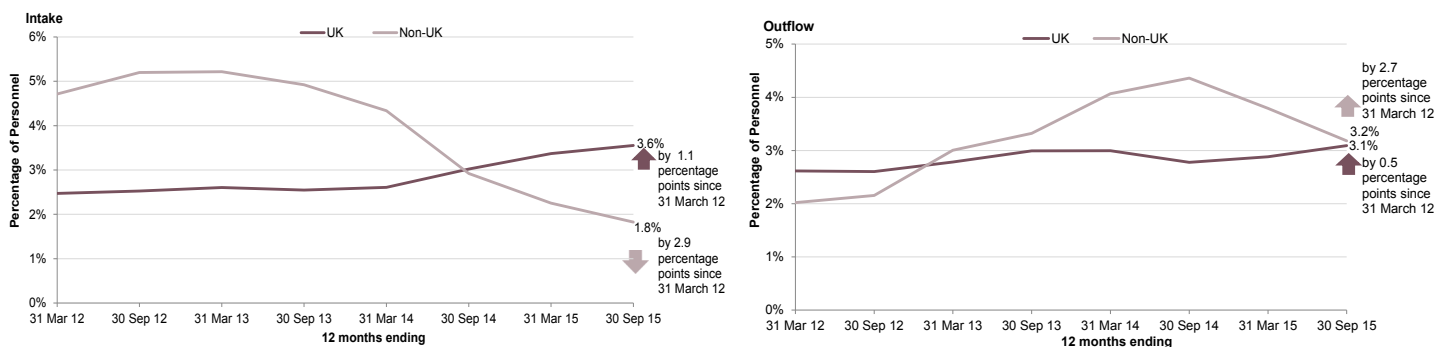


Intake and Outflow

In the 12 months to 30 September 2015, BAME personnel represented 5.4 per cent of intake into the UK Regular Forces, a decrease from 6.0 per cent in the 12 months to 30 September 2014. This decrease is largely due to a reduction in intake of BAME personnel into the Other Ranks. This may be due to the reintroduction of the five-years residency requirement for new recruits (see Background, page 3).

- Intake of BAME personnel is highest in the Army (6.7 per cent), followed by the RAF (3.7 per cent) and the RN/RM (2.7 per cent).

Figure 6. Intake and Outflow of UK Regular Forces BAME personnel with a declared nationality



BAME personnel with a UK nationality constituted a greater proportion of overall intake to the UK Regular Forces than BAME personnel with a Non-UK nationality in the 12 months to 30 September 2015. The gap in intake between UK BAME personnel and Non-UK BAME personnel has been growing since the 12 months ending 30 September 2014 (Figure 6).

Total outflow of BAME personnel in the 12 months to 30 September 2015 was 6.3 per cent. Outflow of UK and Non-UK BAME personnel in the 12 months to 30 September 2015 was broadly similar despite a trend of Non-UK BAME personnel outflowing more than UK BAME personnel between April 2013 and April 2015.

Ethnic origin & Nationality

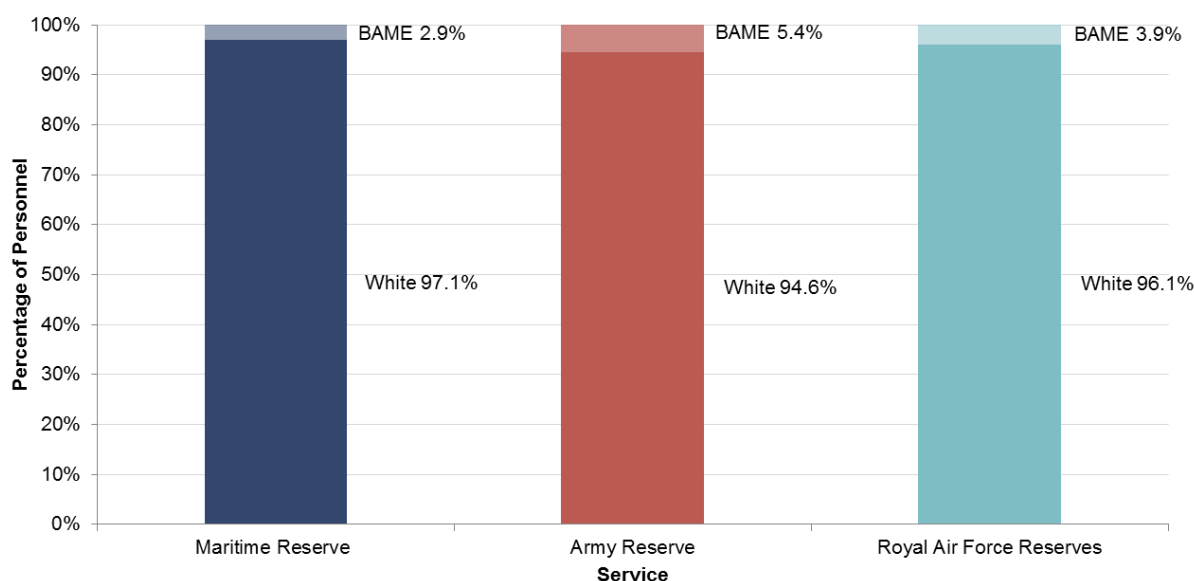
FR20 Volunteer Reserve

Strength

The proportion of FR20 Volunteer Reserve personnel declaring a BAME ethnic origin was 5.1 per cent. This has remained stable since 1 October 2014.

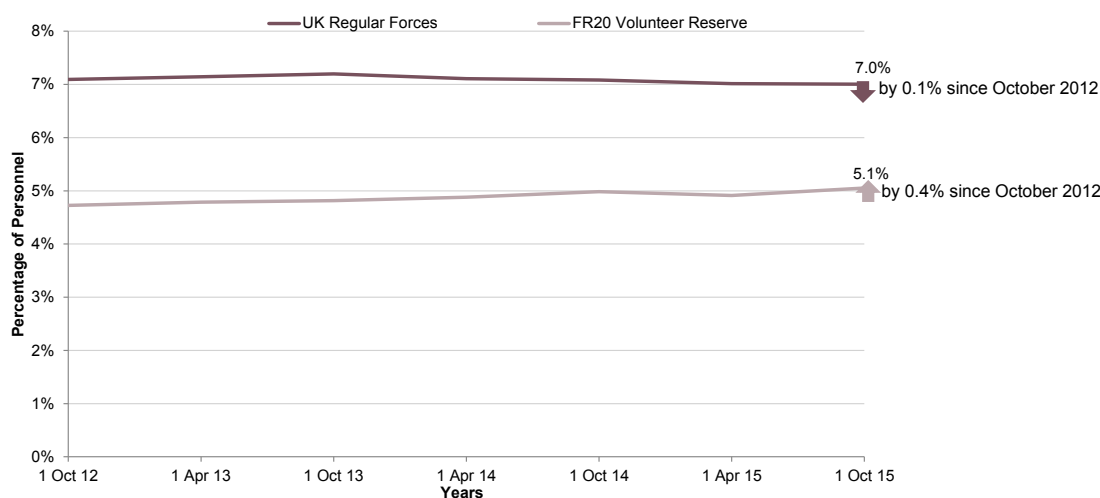
- The overall proportion of BAME personnel is greater in the Other Ranks (5.3 per cent) than in the Officers (3.7 per cent).
- As at 1 October 2015 the Army Reserve has the highest proportion of BAME personnel and the Maritime Reserve has the highest proportion of White personnel. This has remained stable since 1 October 2014. (Figure 7).

Figure 7. Ethnicity of the FR20 Volunteer Reserve as at 1 October 2015



Comparison between the UK Regular Forces and FR20 Volunteer Reserve

Figure 8: BAME personnel in the UK Regular Forces and FR20 Volunteer Reserve



The proportion of BAME personnel in the UK Regular Forces is higher than in the FR20 Volunteer Reserve (Figure 8). This may, in part, be due to Foreign and Commonwealth personnel being ineligible to join the Army Reserve and Maritime Reserve unless they have been granted Indefinite Leave to Remain (IDR) in the UK.

Religion

At 1 October 2015 the declaration rate for religion for UK Regular personnel was 99.4 per cent, while the declaration rate for the FR20 Volunteer Reserve was 95.5 per cent.

Declaration of **Religion** is not mandatory for Armed Forces personnel. These statistics only relate to those with a **known** religious affiliation.

Strength

UK Regular Forces

- At 1 October 2015, 76.7 per cent of UK Regular personnel were **Christians**, with a further 21.2 per cent declaring **no religious affiliation**. Only 2.1 per cent declared a **non-Christian religion** (Figure 9).

Figure 9. UK Regular Forces religion representation as at 1 October 2015

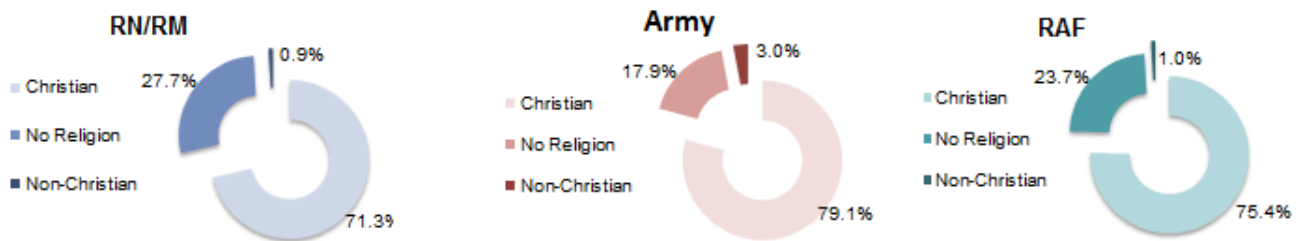


Table 2: UK Regular Forces Strength by Religion

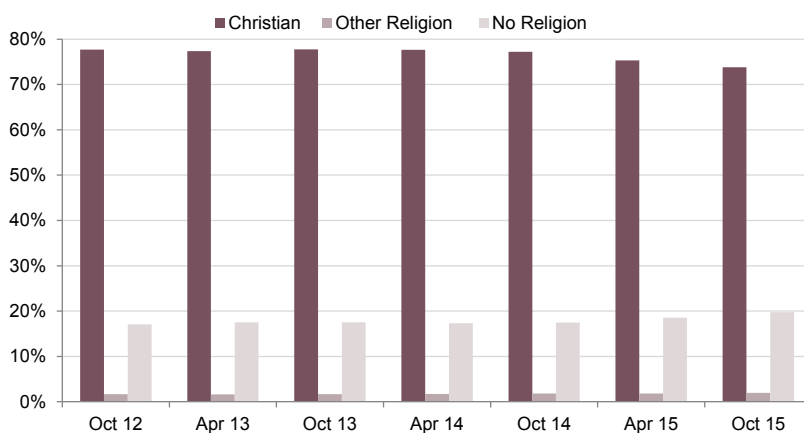
	All Services	Buddhist	Christian	Christian Tradition	Hindu	Jewish	Muslim	Sikh	Other Religion	No Religion
Oct-14	156 630	580	122 350	220	910	60	570	160	740	29 820
		0.4%	78.7%	0.1%	0.6%	-	0.4%	0.1%	0.5%	19.2%
Oct-15	152 150	660	115 710	200	990	70	530	160	780	32 120
		0.4%	76.5%	0.1%	0.7%	-	0.3%	0.1%	0.5%	21.2%
Difference (percentage points)		-	-2.2%	-	+0.1%	-	-0.1%	-	-	+2.0%

Source: Defence Statistics (Tri-Service)

Since 1 October 2014, the number of UK Regular personnel declaring Christian has decreased by 2.2 percentage points and No Religion has increased by 2.0 percentage points. (Table 2)

FR20 Volunteer Reserve

Figure 10. FR20 Volunteer Reserve religion representation



- As at 1 October 2015, 77.3 per cent of the FR20 Volunteer Reserve declared a Christian religion, 20.7 per cent declared no religion and 2.0 per cent declared a non-Christian religion. The proportion of Christians has decreased by 2.7 percentage points since 1 October 2014.

Comparison between the UK Regular Forces and FR20 Volunteer Reserve

Since October 2012, both the UK Regular Forces and FR20 Volunteer Reserve have seen a decrease in the proportion of personnel declaring Christian religions, and thus, increases in the proportion of personnel declaring non-Christian religions and no religion. The proportions within each broader category are similar for both the UK Regular Forces and the FR20 Volunteer Reserve.

Age

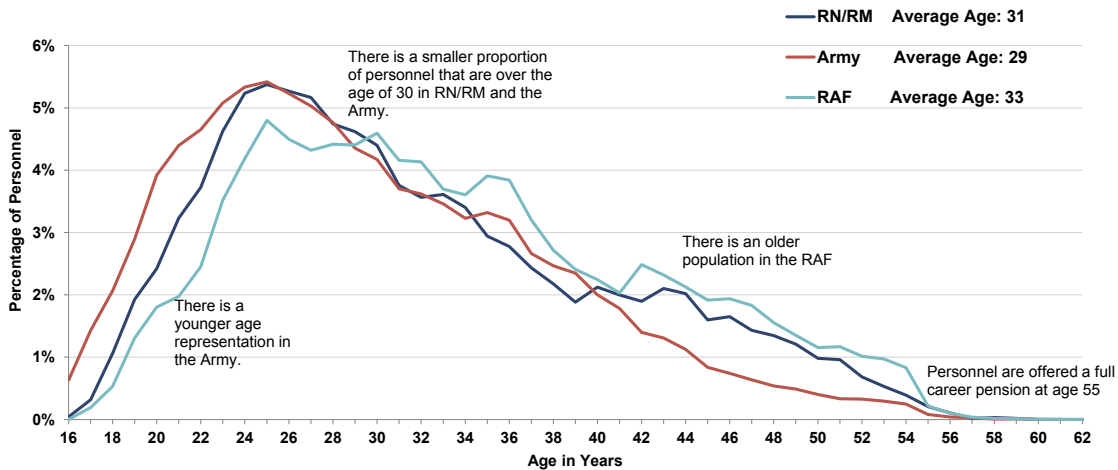
UK Regular Forces

Strength

- At 1 October 2015, the average age of the UK Regular Forces was 30 years (37 for Officers and 29 for Other Ranks).
- The Army has the highest proportion of personnel aged under 25 (30.4 per cent) and the lowest proportion aged 40 or over (12.6 per cent). Conversely, the RAF has the lowest proportion of personnel aged under 25 (16.0 per cent) and the highest proportion of personnel aged 40 or over (25.3 per cent).

Age is age at last birthday.
Average age statistics are calculated using the mean.

Figure 11. UK Regular Forces, Strength by Age and Service, as at 1 October 2015



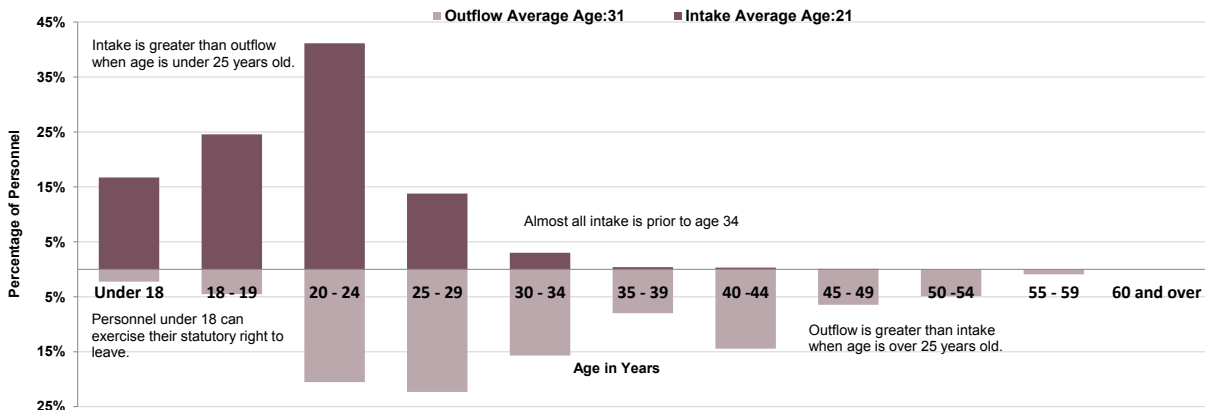
The different age profiles reflect the different intake patterns for each of the Services; people tend to join the Army at a younger age than either the RN/RM or the RAF. The RAF also has a mixture of contract lengths unlike the other Services, with personnel at the more senior ranks being offered longer engagements on promotion. This may help to explain why RAF personnel are older.

Intake and Outflow

- In the 12 months to 30 September 2015, the average age on intake to the UK Regular Forces was 21 years.

Of all personnel who joined the UK Regular Forces in the 12 months to 30 September 2015, 40.7 per cent were aged under 20 (Figure 12). Only 27.8 per cent of Officer intake and 18.0 per cent of Other Ranks intake were aged 25 and over. A large proportion of intake to the Officers (65.7 per cent) occurs between the ages of 20 and 24. This is heavily influenced by personnel joining having left higher education.

Figure 12. Intake to and Outflow from the UK Regular Forces by age, in the 12 months 30 September 2015



In the 12 months to 30 September 2015, the average age on outflow was 31. Peaks and troughs in outflow can be observed at certain ages. Personnel under 18 can exercise their statutory right to leave, after that, the first point at which personnel can leave voluntarily normally comes four years into Service (each Service has slightly different rules). This, coupled with failure to complete training for any reason, explains why the majority of personnel leaving the Services are aged under 30. The spike in outflow around age 40 includes personnel who, having joined at around age 18, have completed their pensionable engagement.

Age

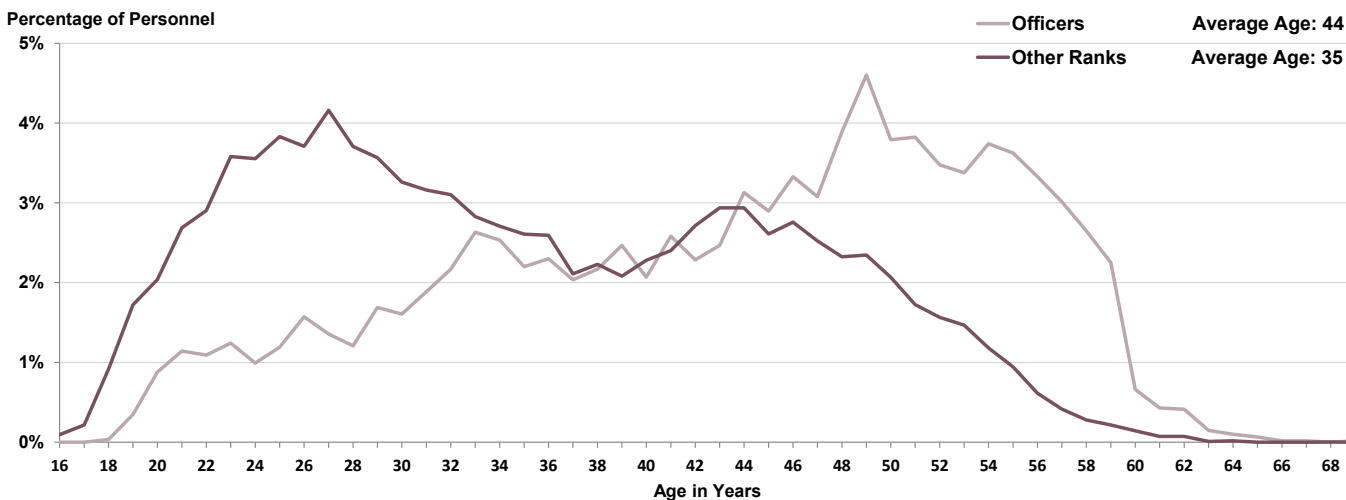
FR20 Volunteer Reserve

Strengths

- As at 1 October 2015, the average age of the FR20 Volunteer Reserve was 37 years old, (44 years for Officers and 35 years for Other Ranks).

There is a greater proportion of personnel under the age of 39 in Other Ranks, (63.4 per cent) compared to the Officers (37.4 per cent) (Figure 13). This is likely to be due to the structure of the Armed Forces feeding in primarily through the Other Ranks and personnel moving into Officers through commissions. All Services follow this trend, however in the RAF Reserves, there is a peak at the age group 45-49 for Officers and Other Ranks.

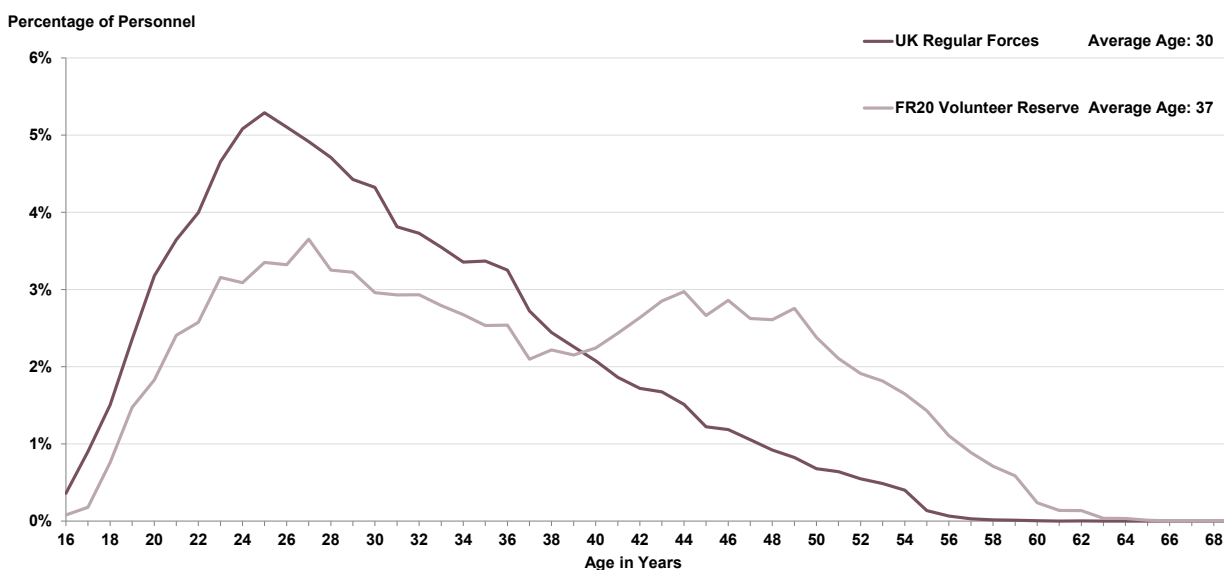
Figure 13. Age representation of FR20 Volunteer Reserve by rank, as at 1 October 2015



Comparison between the UK Regular Forces and FR20 Volunteer Reserve

- The average age of the UK Regular Forces is seven years younger than the average age of the FR20 Volunteer Reserve (Figure 14).

Figure 14. Strength age profiles for the UK Regular Forces and the FR20 Volunteer Reserve, as at 1 October 2015



In the 12 months to 30 September 2015, 48.6 per cent of those joining the FR20 Volunteer Reserve had previously served in the UK Armed Forces ([Monthly Service Personnel Statistics](#), table 7b). This could explain, in part, why the age profile is higher for the FR20 Volunteer Reserve.

Maternity

Background

In August 1990, the Ministry of Defence (MOD) underwent a change in policy so that female service personnel who became pregnant did not have to leave the Services. They were given the right to return to work after a period of unpaid leave in line with the statutory provisions for civilian women.

At present, female service personnel are entitled to 26 weeks of Ordinary Maternity Leave and 26 weeks of Additional Maternity Leave. All 26 weeks of Ordinary Maternity Leave are paid at the full pay rate; the first 13 weeks of Additional Maternity Leave are paid at the statutory pay rate. These statistics cover both Ordinary and Additional Maternity Leave.

Tables outlining the number and percentage returning from maternity leave are presented by the number of weeks that female service personnel return within. The category **27 weeks or less** includes all those taking up to and including the limit for fully paid Ordinary Maternity Leave, the category **27 to 40 weeks** encompasses personnel also taking up to and including the limit of paid Additional Maternity Leave and **More than 40 weeks** includes all personnel taking fully paid Ordinary and Additional Maternity leave and some or all of the further 13 weeks unpaid Additional Maternity leave.

This report contains maternity leave information for Royal Navy/Royal Marines (RN/RM), Army and Royal Air Force (RAF) personnel (Officers and Other Ranks) with this edition covering calendar years 2002 to 2013. The tables include numbers and percentages for personnel:

- Taking Maternity Leave
- Returning from maternity leave
- Not returning from maternity leave
- Returning then leaving the Services
- Still in Service as at 1 January 2015

Due to the relatively low number of RN/RM, Army and RAF Officers taking maternity leave, information has not been shown for:

- Percentage returning from maternity leave.
- Percentage not returning to work.
- Percentage returning then leaving the Services.
- Percentage still in the Services as at 1 January 2015.

These percentages are sensitive to small changes in the underlying numbers and excluded.

The statistics reported are for trained and untrained UK Regular Forces personnel and therefore exclude Gurkhas, Full Time Reserve Service personnel and mobilised reservists.

Because the statistics require at least 1 year passing after the end of the calendar year, to include all those returning and allow monitoring of the exits of those who returned, statistics for calendar year 2013 are published in this release.

Statistics are provided tracking the population that returned after maternity leave for each calendar year with detail of those **returning then leaving service** (and within what timescale) and those **still on strength**. Exit information in this report is based on outflow figures up to 31 December 2014.

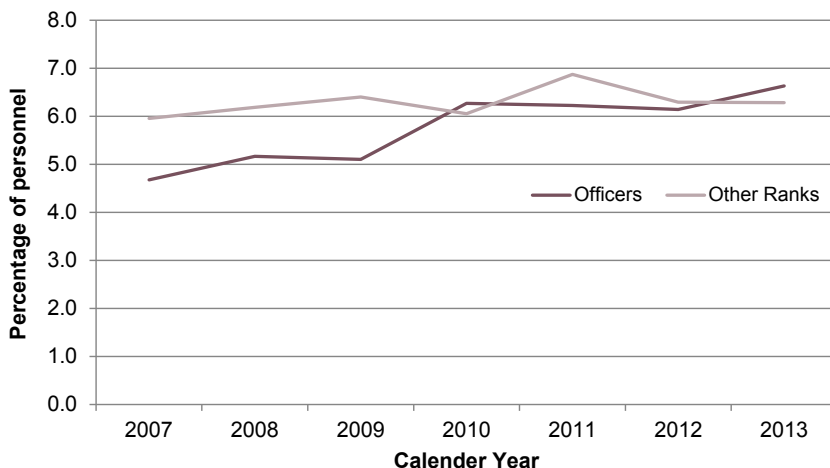
Due to the fact these categories are dependant on the passing of several years since they took maternity leave, these categories **change and update year on year** between reports.

Maternity

Personnel Taking Maternity Leave

During 2013, 1,045 female service personnel took maternity leave; this is 6.4 per cent of the average female personnel strength for the year. This is consistent with the previous year where 6.3 per cent of female personnel took maternity leave. Figure 15 shows that a slightly higher proportion of Officers (6.6 per cent) took maternity leave in 2013 compared with Other Ranks (6.3 per cent).

Figure 15. Percentage of personnel taking Maternity Leave each year



There has been a noticeable increase in the proportion of Officers taking maternity leave since 2007. In 2007, 4.7 per cent of all Officers took maternity leave compared with 6.6 per cent in 2013. The Other Ranks have shown a slight increase from 6.0 per cent of personnel taking maternity leave in 2007 to 6.3 per cent in 2013.

- Amongst Officers, RN/RM and RAF have the same proportion of women taking maternity leave (7.5 per cent), followed by Army Officers (5.6 per cent).
- In Other Ranks, the proportion of female Service personnel taking maternity leave is broadly consistent across all three Services.

Personnel Returning to Work

Since 2003, there has been an increase in the percentage of Other Ranks returning to work (Table 3). Across all services this figure has increased from 76.4 per cent in 2003 to 91.7 per cent in 2013. The RAF has the greatest proportion of Other Ranks returning to work after maternity leave, followed by RN/RM and then Army.

Retention of Personnel Following Maternity Leave

Table 3. Percentage of Female Other Ranks returning from Maternity Leave

	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Other Ranks Total	76.4	78.6	..	..	91.7	90.3	92.9	95.7	93.2	93.5	91.7
RN/RM	91.6	80.3	..	..	90.6	92.9	92.9	93.9	96.5	89.3	93.2
Army	68.0	73.0	..	..	91.7	87.6	92.7	95.6	91.5	94.7	89.2
RAF	83.9	86.6	92.5	90.1	92.4	92.7	93.2	97.1	94.0	94.4	95.0

Source: Defence Statistic (Tri-Service)

Of the Other Ranks taking maternity leave in 2013, 8.3 per cent did not return to work. As at 1 January 2015, 15.9 per cent of those who took maternity leave in 2013 have now left service.

Of the personnel returning to work after maternity leave in 2013, 15.3 per cent returned for a year or less before leaving. This is an increase compared with 2012 where 13.0 per cent of those returning to work returned for 1 year or less before leaving service.

There are many reasons why Service personnel may choose to leave the Armed Forces. In the statistics above, personnel choosing not to return to work, or later choosing to leave Service, may be due to factors un-related to maternity leave.

Statistics on outflow by exit reason are available in Monthly Service Personnel Statistics.

Further information

Symbols

||	Discontinuity in time series
*	not applicable
..	not available
–	Zero
~	5 or fewer
p	Provisional
e	Estimate
r	Revised

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

Rounding

Figures in this publication (apart from maternity statistics) have been rounded to the nearest 10, though numbers ending in a “5” have been rounded to the nearest multiple of 20 to prevent the systematic bias caused by always rounding numbers upwards. For example; a value of “25” would be rounded down to “20” and a value of “15” would be rounded up to “20”.

Due to the small numbers involved for maternity statistics, the figures have been rounded to the nearest 5 with numbers less than five suppressed in line with Defence Statistics’ rounding policy. Percentages relating to figures less than 5 have also been suppressed to prevent disclosure.

Additionally, totals and sub-totals are rounded separately and so may not equal the sums of their rounded parts.

Percentages are calculated from unrounded data and presented to one decimal place.

Revisions

Revisions have been made to Table 2 — “Strength of UK Regular Forces by Ethnic Origin and Grouped Ranks” of the accompanying Excel Tables to correct the breakdown of Mixed, Asian, Black and Other personnel for each Service. In total, 16 numbers have been corrected as the Officer and Other Ranks breakdowns were correct but the Totals were not due to a formula error.

Useful definitions

Christian includes personnel declaring a Christian or Christian Tradition religion.

Non-Christian includes all personnel who self identify their religion, belief or faith as any which is not Christian. This includes those who have self-identified as Buddhist, Hindu, Jewish, Kirati, Muslim, Sikh or any other religious belief which is neither Christian nor a belief which would be considered in the categories as No religion in this report.

No religion includes personnel who have self-identified as having no religion on JPA, including personnel declaring themselves as Agnostic, Atheist, Humanist and Secularist. This does not include personnel with an unrecorded religion.

UK Nationality includes any individuals whose nationality is recorded on Joint Personnel Administration (JPA) as Anguilla, Bermuda, British, British Hong Kong, British Overseas Territories, British Antarctic Territory, British Indian Ocean Territory, British Virgin Islands, Cayman Islands, Falkland Islands, Gibraltar, Montserrat, Pitcairn Islands, Saint Helena, Ascension and Tristan da Cunha, South Georgia and the South Sandwich Islands or Turks and Caicos Islands. More details can be found on the gov.uk website.

A full glossary is available at: <https://www.gov.uk/government/publications/armed-forces-monthly-service-personnel-statistics-supplementary-documents>

Further information

Contact Us

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

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If you require information which is not available within this or other available publications, you may wish to submit a Request for Information under the Freedom of Information Act 2000 to the Ministry of Defence. For more information, see:

<https://www.gov.uk/make-a-freedom-of-information-request/the-freedom-of-information-act>

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