



This statistical release presents information relating to the gender, ethnicity, nationality, religion and age of 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.

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 **UK Regular Forces** and **Future Reserves 2020 (FR20) Volunteer Reserve** personnel. Further statistics, including figures on maternity, can be found in the **Excel tables** which accompany this report. 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**.

Some statistics which were previously published in the **Diversity Dashboard (Military)**, **Annual** and **Quarterly Personnel Reports**, **Service Personnel Bulletin 2.01**, **Annual maternity report** and the **UK Reserve Forces and Cadets** report can now be found in this release.

Key Points and Trends

Gender

- ◀▶ **10.2%** **Female representation in the UK Regular Forces**
at 1 April 2016
This has remained stable since 1 April 2015 (10.1%)
- ◀▶ **13.6%** **Female representation in the FR20 Volunteer Reserve**
at 1 April 2016
This has remained stable compared with 1 April 2015 (13.7%)
- 11.3%** **Of total intake into the combined UK Regular Forces and the FR20 Volunteer Reserve were female**
in the 12 months to 31 March 2016
(A 15.0 per cent Female Intake Target for 2020 has been set - see page 4)

Ethnicity

- ◀▶ **7.0%** **Black, Asian and Minority Ethnic (BAME) representation in the UK Regular Forces**
at 1 April 2016
This has remained stable since 1 April 2015
- ▲ **5.2%** **BAME representation in the FR20 Volunteer Reserve**
at 1 April 2016
A slight increase from 4.9 per cent since 1 April 2015
- 5.7%** **Of total intake into the combined UK Regular Forces and FR20 Volunteer Reserve were BAME**
in the 12 months to 31 March 2016
(A 10.0 per cent BAME Intake Target for 2020 has been set - see page 4)

Responsible statistician: Tri-Service Head of Branch 020 7807 8896 DefStrat-Stat-Tri-Hd@mod.uk
Further information/mailling list: DefStrat-Stat-Tri-Enquiries@mod.uk
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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¹Nationality strength statistics and all intake and outflow statistics by diversity characteristics are not

A full glossary and other supporting documents are available at:

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

Supplementary tables containing further statistics can be found at:

<https://www.gov.uk/government/statistics/uk-armed-forces-biannual-diversity-statistics-2016>

Introduction

This publication contains diversity information on the strength, intake and outflow of the UK Regular Forces and the Future Reserves 2020 (FR20) Volunteer Reserve, both overall and for each of the Services, including the **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 unless otherwise stated.

This publication is the first release of target monitoring statistics and FR20 Volunteer Reserve Strength by Nationality and intake and outflow statistics on gender and ethnicity. This edition has been revised due to an error made on page 4; the reduction in intake of BAME personnel since the 12 months ending 30 September 2013 was incorrectly quoted as 2.0 percentage points, instead of 1.4 percentage points. This has now been corrected.

Detailed statistics and historic time series can be found in the **Excel tables** which accompany this report; further historic statistics will be added in due course. In the meantime, historic statistics can be found in the following archived publications: **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**. The **glossary** contains definitions of terminology used in this publication.

The next edition of this publication will be published on GOV.UK at 9:30am on 24th November 2016. A calendar of upcoming MOD statistical releases can be found on **GOV.UK**.

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. 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/>

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

In order to meet the manpower reduction targets set out in SDSR 2010, the **Three Month Exercise (3ME)** and **Army 2020 (A2020)**, a redundancy programme coupled with adjusted recruiting (intake) and contract extensions were set. The redundancy programme is now complete.

On 23rd November 2015, the Ministry of Defence published the National Security Strategy and Strategic Defence and Security Review 2015. SDSR 2015 outlines plans to uplift the size of the Regular Armed Forces, setting targets for a strength of 82,000 for the Army, and increasing the Royal Navy/Royal Marines (RN/RM) and Royal Air Force by a total of 700 personnel. The **SDSR 2015 Defence Key Facts** booklet announced new targets for 2020 for each of the Services.

In parallel, there have been increases in the Reserve 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**.

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 in the UK Regular Forces 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 close-combat roles in the Armed Forces, scheduled for 2018, has been brought forward. For the FR20 Volunteer Reserve, the principal roles closed to women are: Royal Marine Reserve, Infantry, Royal Armoured Corps and Royal Air Force Reserve Regiment. Figures compiled in 2016 show that of the 30,000 Army Reserve manpower planning liability, 75.8% of posts are open to women and 80.1% of posts in the RAF Reserves (excluding Full Time Reserve Service and Additional Duties Commitment) are open to women.

Ethnic origin

Under the SDSR 2010, one of the areas reviewed was the Commonwealth recruitment rules. It was introduced 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.

More recently, this residency requirement will be waived to allow for 200 Commonwealth citizens per annum to be recruited to fill a limited number of roles in the Regular Armed Forces which require specialist skills. For further information, see the written statement made by Minister of State for the Armed Forces on 12 May 2016 and the links below.

There are different nationality eligibility requirements for the Army and the Army Reserve. Personnel who wish to join the Army would have to be British citizens, British subjects under the Nationality Act, 1981, British Protected Persons or Commonwealth Citizens. If you are a citizen of a Commonwealth country, you'll need to have lived in the UK for at least 5 years before you start an application to join the Army. However personnel who wish to join the Army Reserve would have to prove that you either have British citizenship, or if you are a Commonwealth Citizen, Indefinite Leave to Remain must be stamped on your passport (Settlement) in the UK, for more information, please see:

<http://www.army.mod.uk/join/How-to-join.aspx>

<http://www.parliament.uk/business/publications/written-questions-answers-statements/written-statement/Commons/2016-05-12/HCWS726/>

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

www.gov.uk/government/publications/armed-forces-arf/armed-forces-arf--2

Measuring Performance Against the 2020 Diversity Intake Targets

Background

Targets were set in summer 2015 to increase the diversity of personnel joining the UK Regular Forces and FR20 Volunteer Reserve by 2020.

For definitions of the **UK Regulars, Future Reserve 2020 Volunteer Reserve and Intake** see notes at the bottom of this page.

The 2020 targets are:

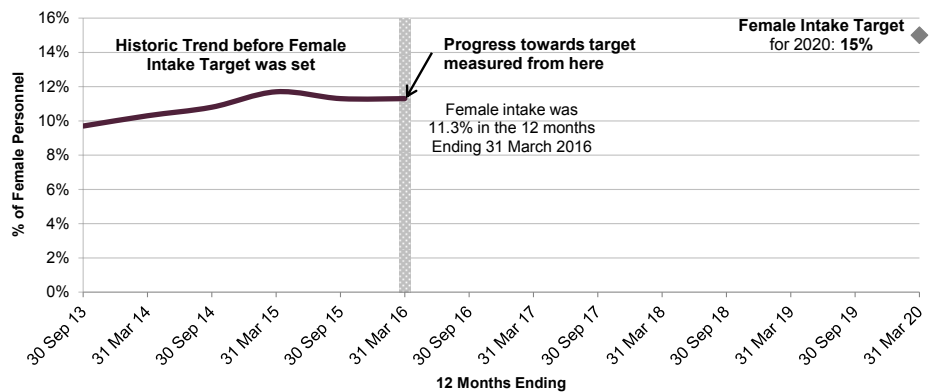
- To increase female personnel to 15 per cent of total intake by 2020. This target has been set by the Minister of State for the Armed Forces.
- To increase Black, Asian and Minority Ethnic (BAME) personnel to at least 10 per cent of total intake by 2020, and on the way to 20 per cent. This target was set by the Prime Minister as part of the wider BAME 2020 Vision.

This statistical release includes monitoring of progress against these targets for the first time; statistics are for the 12 months ending 31 March 2016. Statistics on ethnic origin are self-declared by personnel and are as recorded on the Joint Personnel Administration (JPA) system. Please see Excel tables 26 and 27 and the single departmental plan for more information: <https://www.gov.uk/government/publications/mod-single-departmental-plan-2015-to-2020/single-departmental-plan-2015-to-2020>

Female Intake

Since the 12 months ending 30 September 2013, the proportion of females joining the UK Regular Forces and FR20 Volunteer Reserve has increased by 1.6 percentage points, as shown in the historic trend in Figure 1.

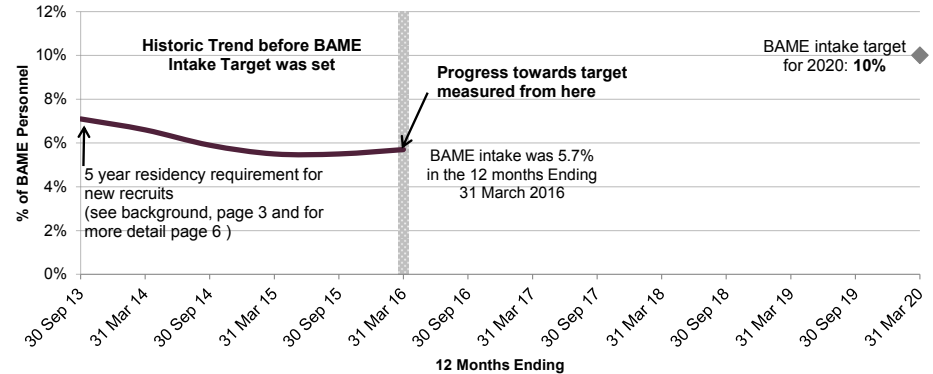
Figure 1: Progress Against Female Intake 2020 Target



BAME Intake

Since the 12 months ending 30 September 2013, the proportion of BAME personnel joining the UK Regular Forces and FR20 Volunteer Reserve has decreased by 1.4 percentage points, as shown in the historic trend in Figure 2.

Figure 2: Progress Against BAME Intake 2020 Target



A total of 96.0 per cent of intake into the UK Regular Forces and the FR20 Volunteer Reserve combined, had a known ethnicity on intake, in the 12 months to 31 March 2016.

Notes

- UK Regulars comprise Full time Service personnel, including Nursing Services, but excluding Full Time Reserve Service (FTRS) personnel, Gurkhas, mobilised Reservists, Military Provost Guard Service (MPGS), Locally Engaged Personnel (LEP), Non Regular Permanent Staff (NRPS), High Readiness Reserve (HRR) and Expeditionary Forces Institute (EFI) personnel. Unless otherwise stated, includes trained and untrained personnel.
- Intake to UK Regular Forces comprises new entrants, re-entrants, direct trained entrants (including Professionally Qualified Officers) and intake from the reserves. It excludes all movements within the Regular Forces; including flows from the untrained to trained strength, transfers between Services and flows from Ranks to Officer due to promotion.
- FR20 Volunteer Reserve comprises volunteer reserves, including mobilised volunteer reserves, High Readiness Reserves (HRR), volunteer reserves serving on Full Time Reserve Service (FTRS) and Additional Duties Commitments (ADC). Non Regular Permanent Staff (NRPS), Expeditionary Forces Institute (EFI), Regular Reserves, Sponsored Reserves, Honorary Reserves and University Officer Cadets are excluded.
- Intake to FR20 Volunteer Reserve Forces comprises new entrants, Regular to Reserve transfers, Reserve re-joiners, and Reserve personnel joining from another part of the Reserves that are not included in the FR20 target population.

Gender

UK Regular Forces and FR20 Volunteer Reserve Strengths

For full definitions on **UK Regular Forces** and **Volunteer Reserve** see [Glossary](#)

At 1 April 2016 10.2 per cent of the UK Regular Forces were female (15,380 personnel), remaining relatively stable since April 2015. Figure 3 shows that the RAF has the greatest proportion of female personnel followed by the RN/RM and the Army. 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).

In comparison, 13.6 per cent of the FR20 Volunteer Reserve were female (4,730 personnel), 3.4 percentage points higher than the UK Regular Forces. 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 around 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.

Figure 3: Female personnel in the UK Regular Forces and FR20 Volunteer Reserve, at 1 April 2016

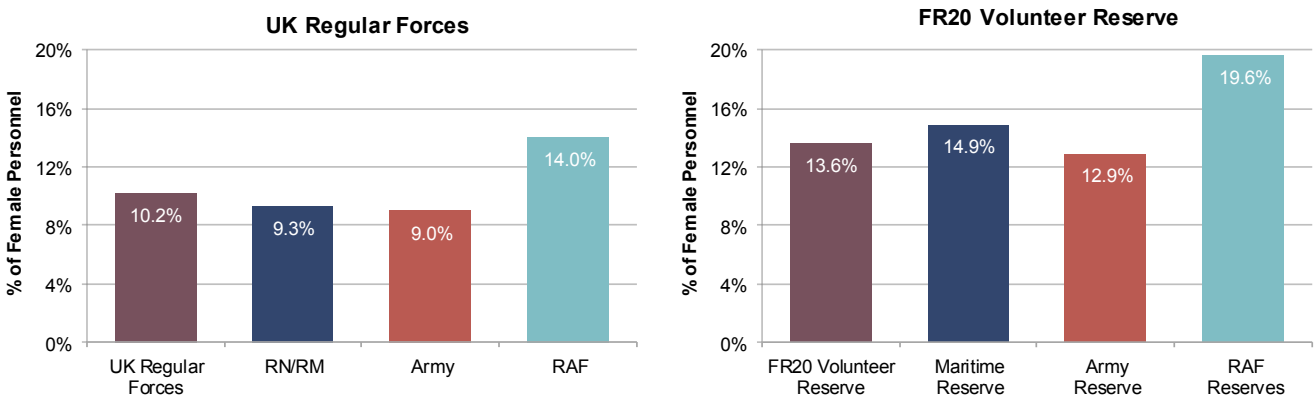
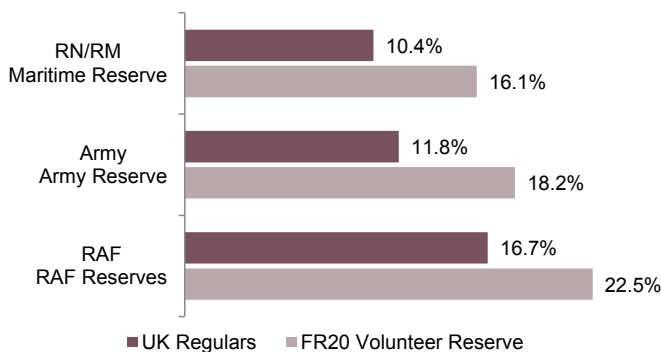


Figure 3 shows that the RAF has the greatest female representation for both UK Regular Forces and the FR20 Volunteer Reserve. This is partly explained by restrictions on roles available to women and the nature of the roles in each of the Services (see Background, page 3).

Figure 4: Female Representation in the Officers, as at 1 April 2016



At 1 April 2016, there was a greater proportion of female Officers in the FR20 Volunteer Reserve (18.1 per cent) than the UK Regular Forces (12.8 per cent).

Compared with the UK Regular Forces, the FR20 Volunteer Reserve has a higher female representation of Officers in every Service as shown in figure 4. This trend has stayed constant since October 2012.

Since April 2012, the proportion of total female Officers in the UK Regular Forces has increased by 0.4 percentage points. In the UK Regular Forces there is a general trend of higher proportions of female personnel in the lower ranks within both Officers and Other Ranks. Possible explanations for this include the length of time it takes to reach senior ranks.

In the FR20 Volunteer Reserve there has been a sharp increase of 5.8 percentage points in the proportion of female Officers in the RAF Reserve whilst the Maritime Reserve and the Army Reserve have decreased by 1.8 and 0.7 percentage points respectively, since 1 October 2012.

Gender

Intake and Outflow UK Regular Forces

In the 12 months to 31 March 2016, 1,340 female personnel joined the UK Regular Forces; 9.7 per cent of total intake. This is a decrease from 10.8 per cent in the 12 months to 31 March 2015. Intake of female personnel is higher for Officers (14.7 per cent), than for Other Ranks (9.2 per cent).

In the 12 months to 31 March 2016, female intake was:

- ⇒ 270 personnel (9.1 per cent) into the RN/RM
- ⇒ 730 personnel (8.5 per cent) into the Army
- ⇒ 340 personnel (15.6 per cent) into the RAF

Figure 5 shows that whilst more female personnel are leaving the UK Regular Forces than are joining, the difference has markedly decreased in recent years. In the 12 months to 31 March 2013 there was a net outflow of 760 female personnel, which has decreased to a net outflow of 180 in the 12 months to 31 March 2016. This translates to a 76.7 per cent decrease.

Female personnel accounted for 9.2 per cent of all outflow from the UK Regular Forces in the 12 months to 31 March 2016, a slight increase of 0.3 percentage points compared with the 12 months to 31 March 2015 (8.9 per cent).

FR20 Volunteer Reserve

In the 12 months to 31 March 2016, 1,140 female personnel joined the FR20 Volunteer Reserve; this is 13.9 per cent of total intake. Intake of female personnel is higher for Officers (16.1 per cent), than for Other Ranks (13.6 per cent).

Figure 6: Female Intake to and Outflow from the FR20 Volunteer Reserve

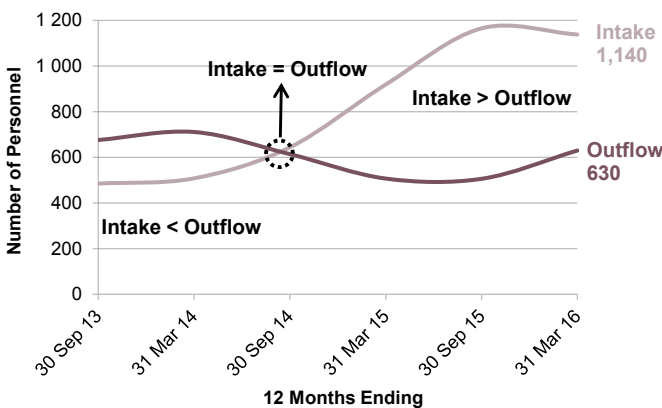


Figure 6 shows that the number of females joining the FR20 Volunteer Reserve has risen by 650 personnel since the 12 months to 30 September 2013. This is mainly a result of the Future Reserve 2020 programme plans to increase the size of the Reserve Forces (see background page 3).

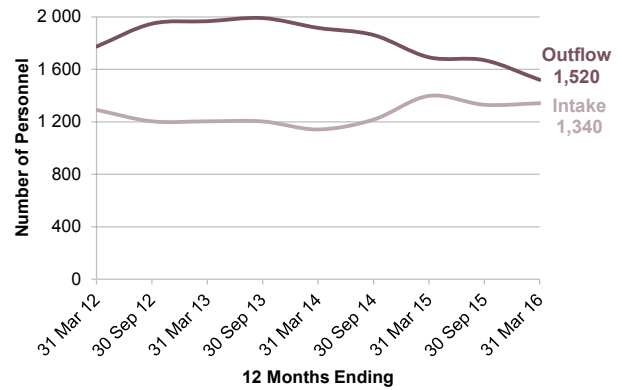
In the 12 months to 31 March 2016, female intake was:

- ⇒ 180 personnel (17.0 per cent) into the Maritime Reserve
- ⇒ 770 personnel (12.3 per cent) into the Army Reserve
- ⇒ 190 personnel (21.6 per cent) into the RAF Reserves

The number of female personnel leaving the FR20 Volunteer Reserve has decreased by 50 personnel since the 12 months to 30 September 2013, as shown in Figure 6. However, outflow of female personnel as a proportion of total outflow has increased by 2.5 percentage points, meaning that outflow of male personnel has reduced more quickly than outflow of female personnel.

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

Figure 5: Female Intake to and Outflow from the UK Regular Forces



Ethnic Origin and Nationality

UK Regular Forces and FR20 Volunteer Reserve Strengths

Black, Asian and Minority Ethnic (BAME) personnel accounted for 7.0 per cent of the UK Regular Forces (10,490 personnel), at 1 April 2016. Since 2009, Gurkha personnel have been able to transfer into the Army; this can partially explain the larger proportion of BAME personnel in the Army compared with the other UK Regular Services, see Figure 7.

As at 1 April 2016, 5.2 per cent (1,790 personnel) in the FR20 Volunteer Reserve declared a BAME ethnicity. For both the UK Regular Forces and the FR20 Volunteer Reserve, the Army and Army Reserve have the greatest proportion of BAME personnel; accounting for more than 80.0 per cent of all BAME personnel.

At 1 April 2016, 95.5 per cent of the UK Regular Forces and 98.3 per cent of the FR20 Volunteer Reserve had a UK Nationality. The difference in Nationality between the UK Regular Forces and the FR20 Volunteer Reserve can partially be explained by different eligibility requirements, (see background page 3).

Declaration of **ethnic origin** is not mandatory for Armed Forces personnel. These statistics relate to personnel with a **known** ethnicity. At 1 April 2016, the percentage of personnel who declared an ethnicity was:

UK Regulars	99.0%
FR20 Volunteer Reserve	98.6%

Figure 7: Ethnicity of UK Regular Forces and FR20 Volunteer Reserve Personnel as at 1 April 2016

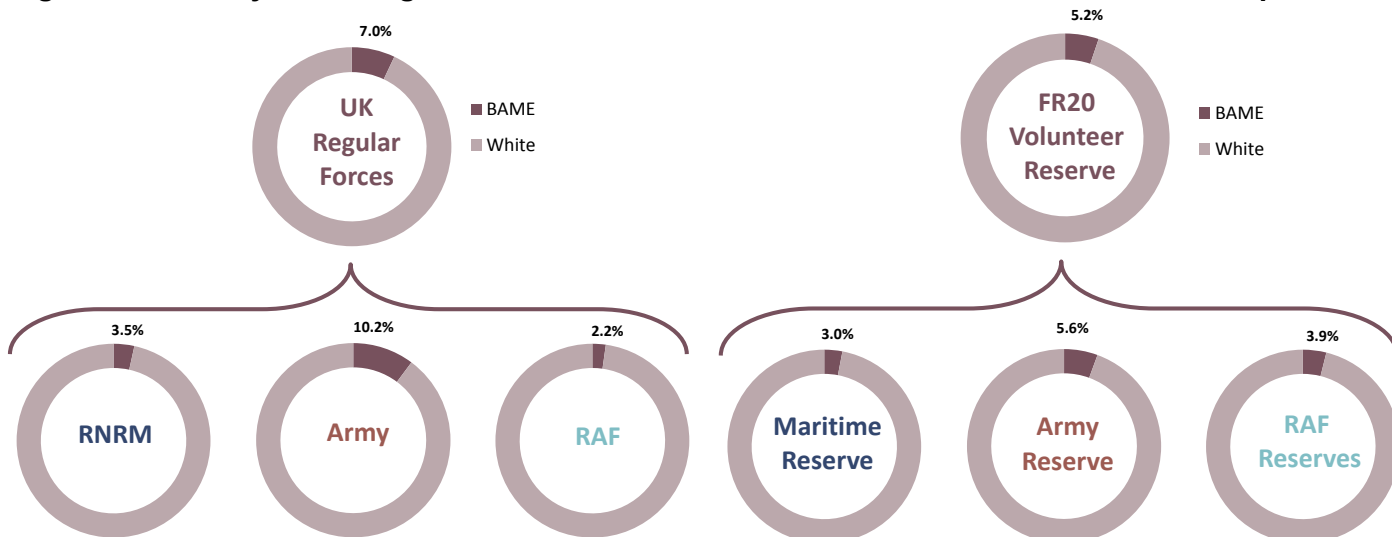
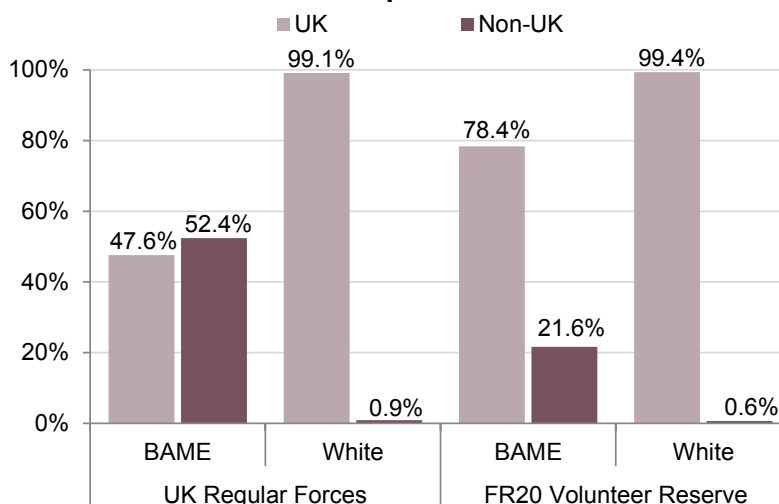


Figure 8: Percentage of BAME and White personnel with UK and Non-UK Nationalities as at 1 April 2016

At 1 April 2016, BAME personnel represented:

- ⇒ 2.4 per cent of Officers and 8.0 per cent of Other Ranks in the UK Regular Forces; remaining stable since April 2015.
- ⇒ 3.7 per cent of Officers and 5.6 per cent of Other Ranks in the FR20 Volunteer Reserve; increasing slightly since April 2015.



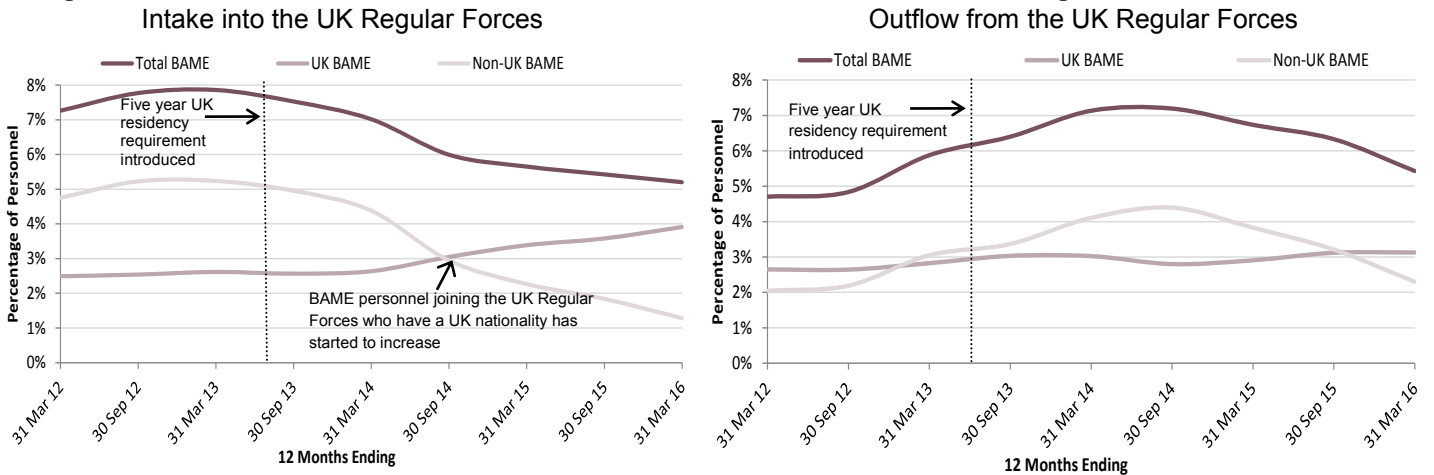
Ethnic Origin and Nationality

Intake and Outflow

UK Regular Forces

BAME personnel accounted for 5.2 per cent of intake into the UK Regular Forces in the 12 months to 31 March 2016, see Figure 9. Despite an overall reduction in the proportion of all BAME personnel joining the UK Regular Forces since 2013, there has been an increase in the proportion of BAME personnel with a UK Nationality joining. This decrease is largely due to a reduced intake of BAME personnel, which may in part be due to the reintroduction of the five-years residency requirement for new recruits (see Background, page 3).

Figure 9: BAME, UK BAME and Non-UK BAME Intake to and Outflow from UK Regular Forces



BAME personnel represented 5.4 per cent of outflow from the UK Regular Forces in the 12 months to 31 March 2016, a decrease from 6.7 per cent in the 12 months ending 31 March 2015 (Figure 9).

FR20 Volunteer Reserve

As a result of the FR20 programme (see background, page 3), intake into the FR20 Volunteer Reserve has more than doubled since 12 months ending 30 September 2013, when flow data was first available for all three Services.

Figure 10: FR20 Volunteer Reserve BAME and White intake indices

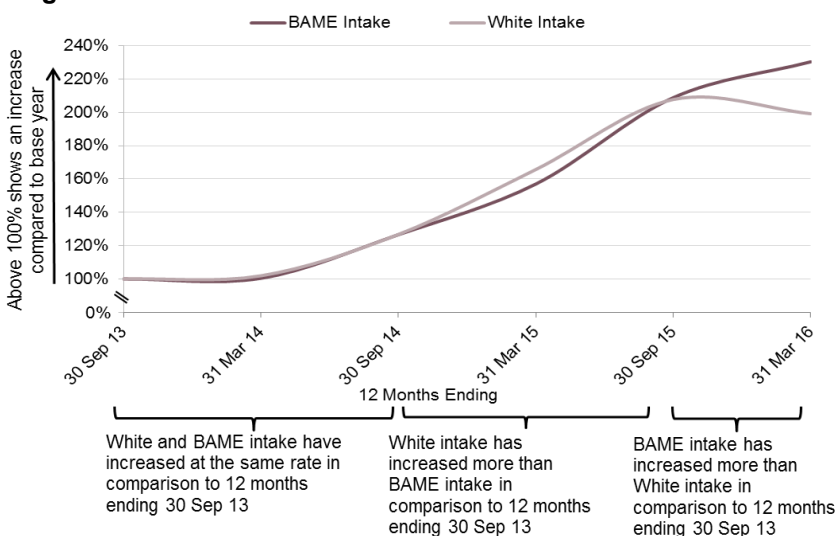


Figure 10 shows that BAME and White intake has increased overall in comparison to 12 months ending 30 September 2013.

The proportion of BAME and White intake has remained fairly stable at around 5.7 per cent and 94.3 per cent respectively from the 12 months ending 30 September 2013 to 30 September 2015.

However, in the 12 months ending 31 March 2016 the proportion of BAME intake increased to 6.4 per cent.

The proportion of BAME and White outflow from the FR20 Volunteer Reserve was 5.4 per cent and 94.6 per cent respectively in the 12 months ending 31 March 2016, this has remained fairly stable in the past year.

Religion

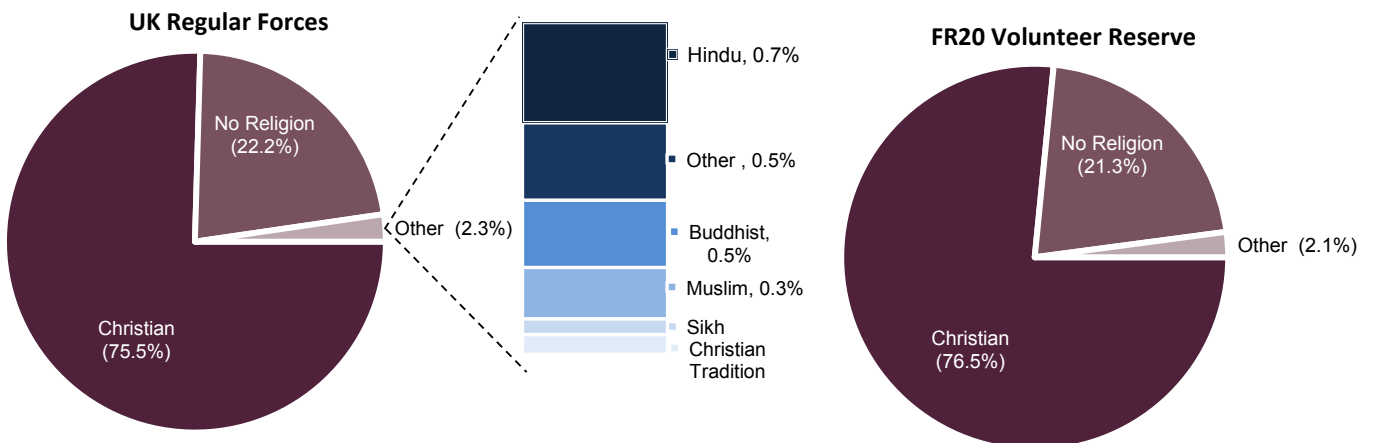
UK Regular Forces and FR20 Volunteer Reserve Strengths

At 1 April 2016, 75.5 per cent of the UK Regular Forces and 76.5 per cent of the FR20 Volunteer Reserve declared a Christian religion. Both have seen a decrease in the last year of around 2.0 percentage points, in line with the long term decreasing trend. The distribution of religion representations are fairly similar across both the UK Regular Forces and FR20 Volunteer Reserve, shown in Figure 11.

Declaration of **Religion** is not mandatory for Armed Forces personnel. These statistics only relate to personnel who have made a declaration. At 1 April 2016, the proportion of personnel who had made a declaration was:

UK Regular Forces	99.4%
FR20 Volunteer Reserve	95.6%

Figure 11: UK Regular Forces and FR20 Volunteer Reserve religion representation as at 1 April 2016



For more information on Other, please see [Diversity Statistics Excel Table 4](#)

At 1 April 2016 the proportion of personnel declaring no religious affiliation was 22.2 per cent (33,380 personnel) in the UK Regular Forces and 21.3 per cent (7,090 personnel) in the FR20 Volunteer Reserve; an increase of 2.0 and 1.9 percentage points respectively since 1 April 2015, following the long term trend.

Figure 12: Representation of No Religion in the UK Regular Forces and the FR20 Volunteer Reserve by Service, as at 1 April 2016

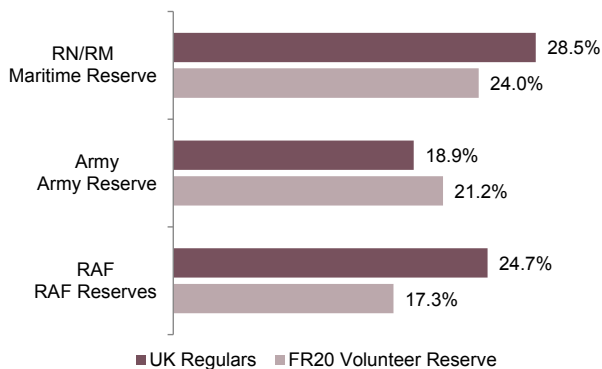
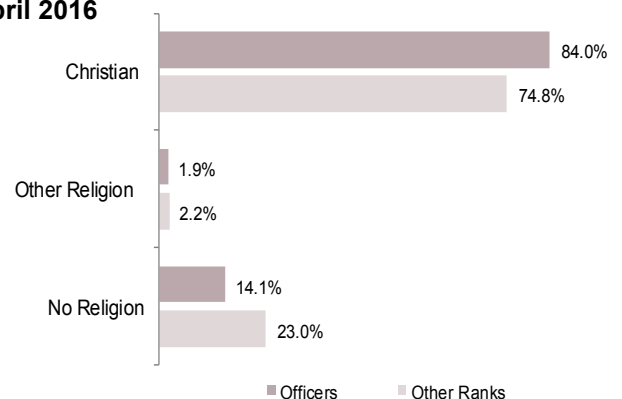


Figure 12 shows the representation of personnel declaring no religious affiliation by Service.

Since 1 April 2015, the proportion of personnel declaring no religion has increased in all the Services, most markedly in the Army and Army Reserve by more than 2.0 percentage points.

Figure 13 shows that in the FR20 Volunteer Reserve, there are more personnel declaring a Christian religion in the Officers compared with Other Ranks. In contrast more personnel in the Other Ranks declared no religious affiliation, compared with Officers, as at 1 April 2016.

Figure 13: Representation of religion in the FR20 Volunteer Reserve by Officers and Other Ranks, as at 1 April 2016



Age

UK Regular Forces and FR20 Volunteer Reserve Strengths

As at 1 April 2016, 24.9 per cent of the UK Regular Forces and 13.7 per cent of the FR20 Volunteer Reserve were under 25 years old. In the last year, this has remained broadly stable for both populations.

Of the Officers 6.6 per cent of the UK Regular Forces and 5.6 per cent of the FR20 Volunteer Reserve were under 25 years old.

Average age statistics are calculated using the mean. Age is age at last birthday. Average ages at 1 April 2016 are:

	Total	Officer	Rank
UK Regular Forces	31	37	29
FR20 Volunteer Reserve	37	43	35

Figure 14: Age of Officers in the UK Regular Forces and the FR20 Volunteer Reserve, as at 1 April 2016

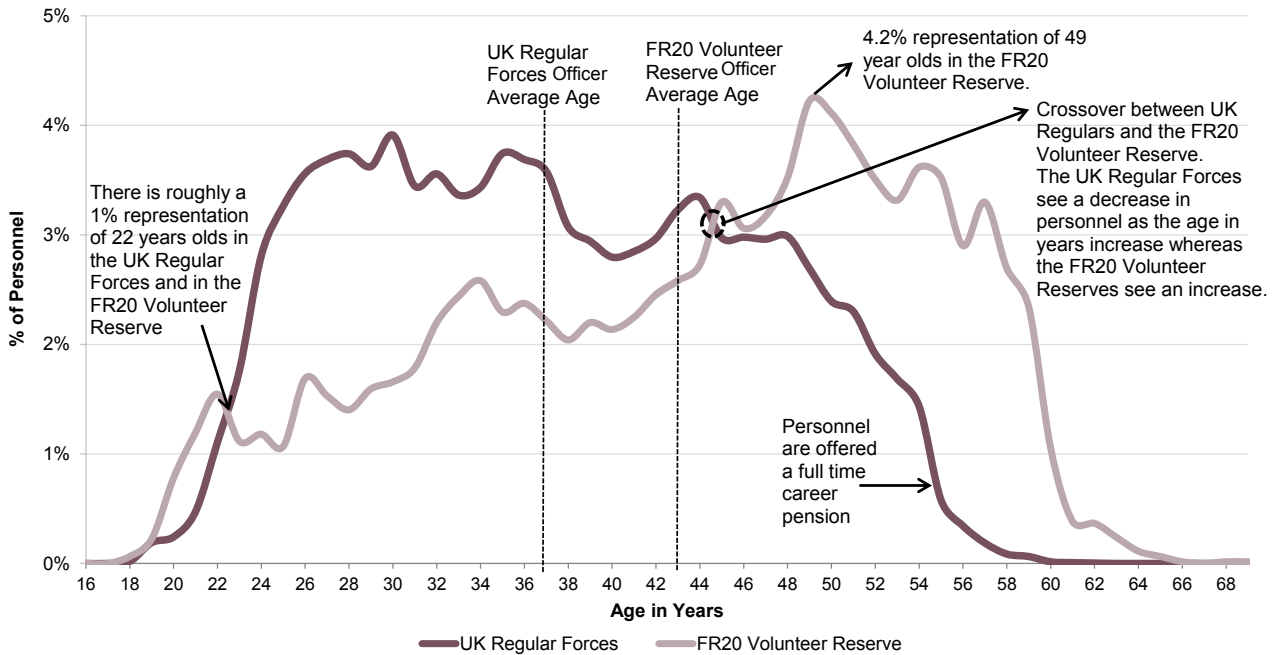
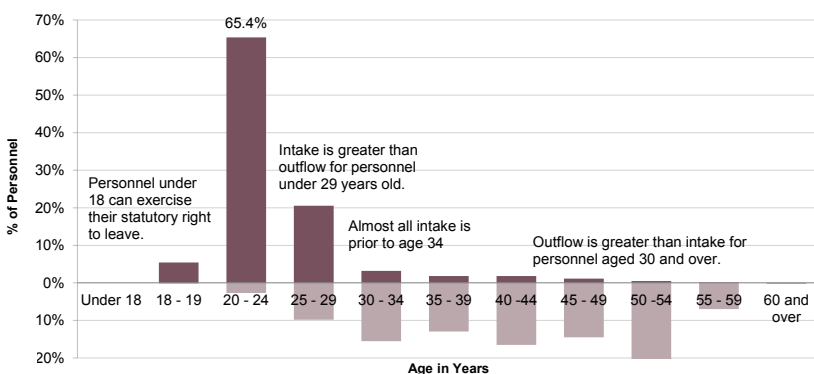


Figure 14 indicates that Officers in the UK Regular Forces are generally younger than Officers in the FR20 Volunteer Reserve.

Intake to and Outflow from the UK Regular Forces

In the 12 months ending 31 March 2016, intake to Officers in the UK Regular Forces was 8.8 per cent (1,220 personnel). Figure 14 shows that, of this total, 8.6 per cent were aged 30 and over and the remaining 91.4 per cent were aged 18 to 29. The peak that occurs between the ages of 20 and 24 could be heavily influenced by personnel joining having left higher education.

Figure 15: Officer intake and outflow by Age for the 12 months ending 31 March 2016



The first point at which personnel can leave voluntarily is normally after 4 years of Service for personnel aged over 18; each Service has slightly different guidelines, see background page 3.

Officer intake age profiles are heavily influenced by personnel joining having left higher education, with 65.4% of all officer intake occurring between ages 20 and 24.

A notable peak in the outflow for Officers can be seen at ages 50-54, this is when Armed Forces personnel are able to receive a pension.

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 and detailed ethnicity 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 and detailed ethnicity 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

This 1 April 2016 edition has been revised due to an error made on page 4; the reduction in intake of BAME personnel since the 12 months ending 30 September 2013 was incorrectly quoted as 2.0 percentage points, instead of 1.4 percentage points. This has now been corrected.

Since the 1 October 2015 edition, due to a formula error, revisions have been made to Table 13 — “Outflow from Trained UK Regular Forces by Ethnic Origin and Nationality” of the accompanying Excel Tables to correct the nationality percentage breakdowns. In previous calculations, personnel with an unknown Nationality were not excluded from the “UK” and “Non-UK” Nationality proportion calculation. In total 10 per cent of the numbers in the table are marked as revised.

Due to a formula error, religion breakdowns were reported in the wrong order for 1 April 2012 Army Reserve and the RAF Reserves Other Ranks in accompanying Excel table 17 — “Strengths of Future Reserves 2020 Volunteer Reserve by Religion” All proportions were reported correctly and 30 numbers have been revised.

Useful definitions

Christian includes personnel declaring a Christian or Christian Tradition religion.

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:

Defence Statistics (Tri-Service) Telephone: 020 7807 8896

Email: DefStrat-Stat-Tri-Enquiries@mod.uk

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>

Other contact points within Defence Statistics are:

Defence Expenditure Analysis	030 6793 4531	DefStrat-Econ-ESES-DEA-Hd@mod.uk
Price Indices	030 6793 2100	DefStrat-Econ-ESES-PI-Hd@mod.uk
Naval Service Manpower	023 9254 7426	DefStrat-Stat-Navy-Hd@mod.uk
Army Manpower	01264 886175	DefStrat-Stat-Army-Hd@mod.uk
RAF Manpower	01494 496822	DefStrat-Stat-Air-Hd@mod.uk
Tri-Service Manpower	020 7807 8896	DefStrat-Stat-Tri-Hd@mod.uk
Civilian Manpower	020 7218 1359	DefStrat-Stat-Civ-Hd@mod.uk
Health Information	030 6798 4423	DefStrat-Stat-Health-Hd@mod.uk

Please note that these email addresses may change later in the year.

If you wish to correspond by mail, our postal address is:

Defence Statistics (Tri-Service)
Ministry of Defence, Main Building
Floor 3 Zone K
Whitehall
London
SW1A 2HB

For general MOD enquiries, please call: 020 7218 9000