



Ministry of Defence

Civilian Personnel Biannual Diversity Dashboard 1 April 2018

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

Published in April 2012 for the first time, the creation of the Diversity Dashboard is to meet the Departments obligations under the Public Sector Equality Duty to provide information on its workforce in relation to the protected characteristics identified by the Equality Act 2010.

Key Points

Female representation rate at 1 April 2018 **42.4%**

Black, Asian and Minority Ethnic (BAME) representation rate at 1 April 2018 **4.7%**

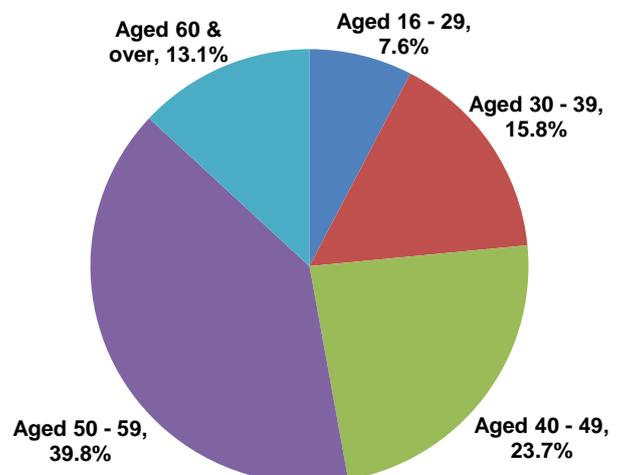
Lesbian, Gay & Bisexual (LGB) representation rate at 1 April 2018 **2.2%**

Part-time personnel representation rate at 1 April 2018 **11.5%**

Religion representation rate at 1 April 2018

| | |
|---------------|---------------|
| Christian | 66.9 per cent |
| Non-Christian | 5.3 per cent |
| Secular | 27.8 per cent |

Age distribution of civilian personnel at 1 April 2018



Responsible statistician: Civilian Personnel Head of Branch 020 7218 1359 DefStrat-Stat-Civ-Hd@mod.gov.uk
Background quality report: <https://www.gov.uk/government/statistics/mod-civilian-personnel-quarterly-report-background-quality-report>

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-CivEnquiries@mod.gov.uk

Contents

| | |
|--|----------------|
| Definitions | page 3 |
| Gender representation | page 4 |
| Ethnicity representation | page 6 |
| Sexual orientation representation | page 8 |
| Religion/ Belief representation | page 10 |
| Disability representation | page 12 |
| Full Time / Part Time representation | page 14 |
| Age distribution | page 16 |
| Annex Tables | page 18 |
| Declaration rates | page 26 |
| Symbols & Conventions, Data sources | page 27 |
| Background Notes | page 28 |

Other bulletins in this series can be found at:

<https://www.gov.uk/government/collections/mod-diversity-dashboard-index>

Introduction

The Diversity Dashboard contains figures on the proportion of MOD Main Civilian Personnel with specific protected characteristics. It complements the Biannual Civilian Personnel Report (BCPR) by providing greater detail about these characteristics.

All Protected Characteristics are analysed and reported on against the relevant Minority grouping, defining Minority on a numeric basis as the smaller or smallest of two or more groups forming a whole, rather than any broader cultural or sociological definition relating to characteristics of groups.

For reported Protected Characteristics, the following elements form the numeric minority:

| | | |
|--------------------|---|---------------|
| Gender | - | Female |
| Ethnicity | - | BAME |
| Sexual Orientation | - | LGB |
| Religion & Faith | - | Non Christian |
| Disability Status | - | Disabled |
| Work Status | - | Part-Time |

Further information relating to the Public Sector Equality Duty can be found at:

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

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

[MOD Statistics Homepage](#)

Definitions

MOD Main Total :

- Includes: Top Level Budgetary Areas (TLBs)
- Excludes: Trading funds, DE&S Bespoke Trading Entity, Executive Agency, Royal Fleet Auxiliary and Locally engaged civilians (LECs)

For a more detailed description of these groups please refer to the glossary.

Black, Asian and Minority Ethnic (BAME) : BAME is now the widely used terminology, as a collective descriptor for non-white citizens, across Whitehall, other public sector bodies and the third sector, as well as among civil service race staff networks and their cross-Whitehall umbrella body, the Civil Service Race Forum. See also Ethnic Origin.

Christian: includes personnel who self-identify their religion as any Christian denomination or following a religion which follows a Christian tradition.

Declaration rates : Ethnic background, disability, religion and sexual orientation are self-declared. Therefore representation rates are calculated from known declarations and exclude unknown and undeclared personnel.

Ethnic origin : is the ethnic grouping to which a person has indicated that they belong. The classifications used were revised for the 2001 Census of Population when a classification of nationality was also collected.

Full-time : civil servants are those working 37 hours a week (36 hours or over in London), excluding meal breaks.

Lesbian, Gay & Bisexual (LGB): Lesbian, Gay & Bisexual (LGB): the term referring to those who self-identify their sexual orientation as being other than Heterosexual, including, Lesbian, Gay, Bisexual and other orientations. Transgender people may or may not identify as one of these orientations.

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 not Christian.

Part-time : civil servants are those working fewer than 37 hours a week (36 hours in London), excluding meal breaks.

Secular : includes personnel who have self-identified as having no religion or any other beliefs (e.g. humanist).

Gender

Female representation as at 1 April 2018

42.4%

Female representation of MOD Main civilian personnel as at April 2018 was 42.4%. This is a rise of 2.6 percentage points compared with April 2014.

Female representation of MOD Main civilian personnel, as at 1 April 2014 to 2018

| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 |
|-------------------------|--------|--------|--------|--------|--------|
| Headcount | 14,850 | 15,010 | 14,960 | 15,220 | 15,130 |
| Proportion of total (%) | 39.8 | 40.2 | 40.6 | 41.6 | 42.4 |

Grade breakdown

The proportion of females at each grade in April 2018 has increased (with the exception of Band E and Industrial grades which showed slight decreases) compared with April 2014. The largest proportion increases were for the Senior Civil Service, which increased by 6.3 percentage points, and for Band D, which increased by 5.5 percentage points.

Female representation of MOD Main civilian personnel by grade, as at 1 April 2018

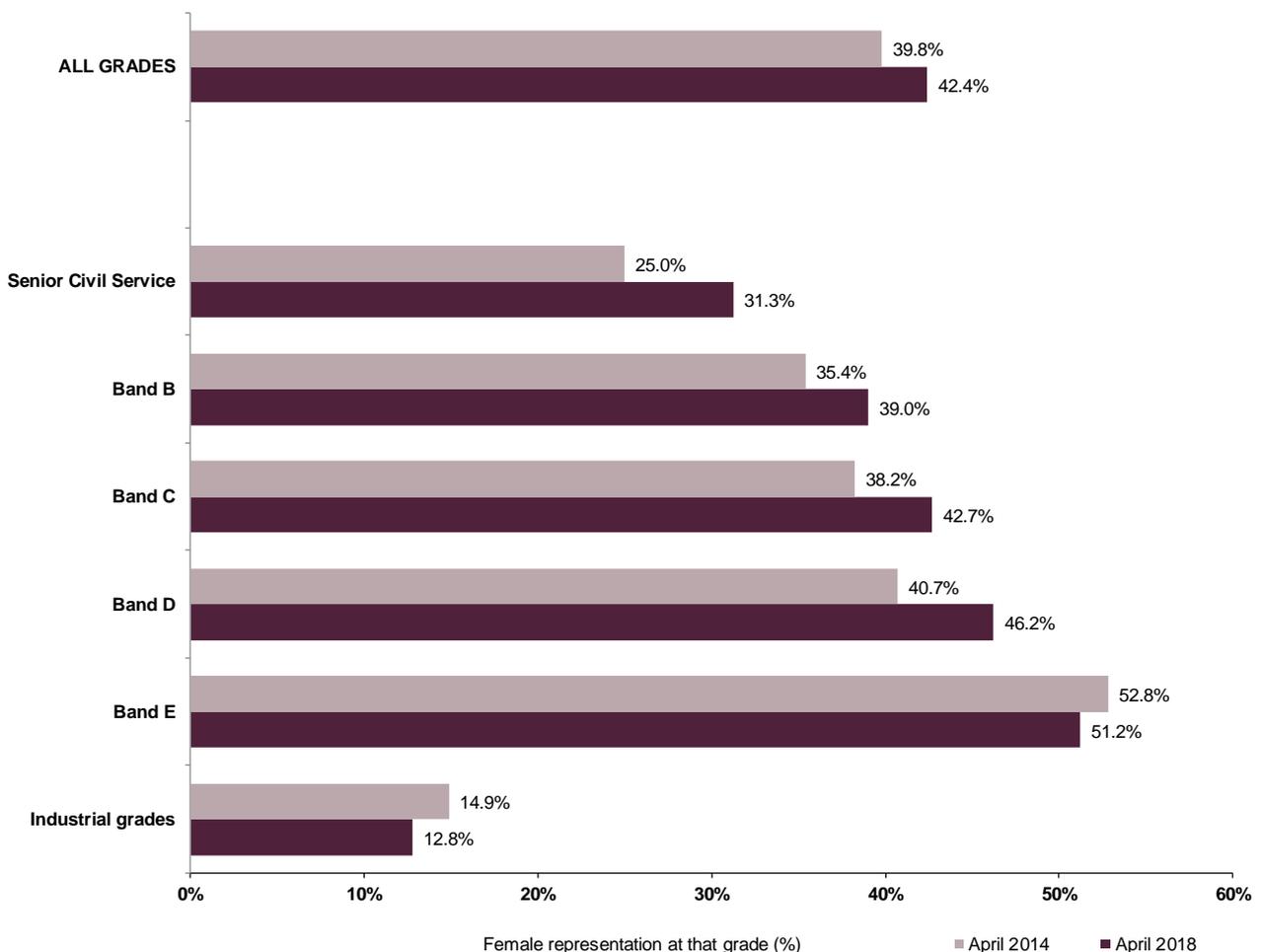


Table 1.1 - Female representation of MOD Main civilian personnel by grade

| | Headcount | | | | |
|--------------|--|---------------|---------------|---------------|---------------|
| | MOD Main civilian personnel by Gender | | | | |
| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 |
| Male | 22,450 | 22,330 | 21,900 | 21,350 | 20,540 |
| Female | 14,850 | 15,010 | 14,960 | 15,220 | 15,130 |
| Total | 37,300 | 37,340 | 36,860 | 36,560 | 35,680 |

of which:

| | Female representation by Grade (Number and Proportion) | | | | |
|-----------------------|---|---------------|---------------|---------------|---------------|
| MOD Main Total | 14,850 | 15,010 | 14,960 | 15,220 | 15,130 |
| | 39.8 | 40.2 | 40.6 | 41.6 | 42.4 |
| Non-Industrial | 13,940 | 14,130 | 14,140 | 14,460 | 14,570 |
| | 44.7 | 44.9 | 45.0 | 45.9 | 46.5 |
| SCS | 40 | 50 | 60 | 60 | 60 |
| | 25.0 | 29.0 | 28.2 | 28.7 | 31.3 |
| Band B | 550 | 600 | 630 | 700 | 770 |
| | 35.4 | 35.3 | 35.6 | 37.6 | 39.0 |
| Band C | 3,720 | 3,910 | 3,980 | 4,130 | 4,340 |
| | 38.2 | 39.3 | 39.9 | 41.1 | 42.7 |
| Band D | 2,610 | 2,640 | 2,730 | 2,880 | 2,940 |
| | 40.7 | 41.0 | 42.6 | 44.8 | 46.2 |
| Band E | 7,000 | 6,900 | 6,710 | 6,650 | 6,430 |
| | 52.8 | 52.4 | 51.8 | 51.5 | 51.2 |
| Industrial | 910 | 880 | 820 | 750 | 560 |
| | 14.9 | 15.0 | 15.1 | 15.0 | 12.8 |

Source: Defence Statistics (Civilian)

Table 1.2 - Female representation of MOD Main civilian personnel by age group

| | Headcount | | | | |
|-----------------------|---|---------------|---------------|---------------|---------------|
| | Female representation by Age group (Number and Proportion) | | | | |
| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 |
| MOD Main Total | 14,850 | 15,010 | 14,960 | 15,220 | 15,130 |
| | 39.8 | 40.2 | 40.6 | 41.6 | 42.4 |
| 16 - 29 | 1,160 | 1,180 | 1,210 | 1,280 | 1,300 |
| | 51.7 | 50.2 | 49.9 | 49.2 | 47.7 |
| 30 - 39 | 2,790 | 2,780 | 2,760 | 2,930 | 2,910 |
| | 51.6 | 51.4 | 50.8 | 51.6 | 51.5 |
| 40 - 49 | 5,210 | 4,940 | 4,600 | 4,310 | 4,060 |
| | 44.2 | 45.1 | 45.6 | 46.4 | 48.0 |
| 50 - 59 | 4,710 | 5,020 | 5,230 | 5,430 | 5,510 |
| | 34.9 | 35.5 | 36.4 | 37.7 | 38.9 |
| 60 & over | 990 | 1,090 | 1,160 | 1,270 | 1,360 |
| | 22.6 | 24.3 | 25.5 | 27.7 | 29.1 |

Source: Defence Statistics (Civilian)

Ethnicity

BAME representation as at 1 April 2018

4.7%

BAME representation of MOD Main civilian personnel as at April 2018 was 4.7%. This is a rise of 0.7 percentage points compared with April 2014.

BAME representation of MOD Main civilian personnel, as at 1 April 2014 to 2018

| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 |
|-------------------------|--------|--------|--------|--------|--------|
| Headcount | 1,280 | 1,280 | 1,290 | 1,310 | 1,330 |
| Proportion of total (%) | 4.0 | 4.1 | 4.2 | 4.4 | 4.7 |

Grade distribution

As at April 2018, the distribution of BAME and White personnel across grade was broadly similar for all Non-industrial grades. For Industrial personnel, the proportion of White personnel was 12.1% compared to 6.7% for BAME personnel.

Comparison of BAME and White personnel distributions across grade, as at 1 April 2018

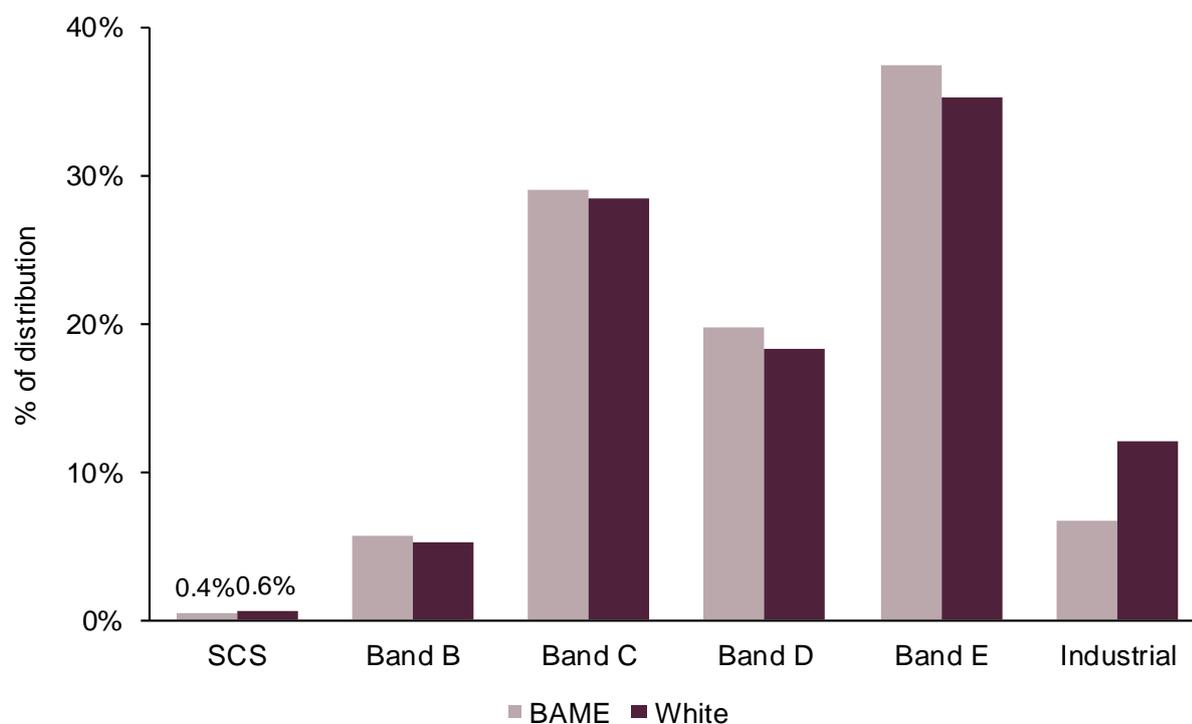


Table 2.1 - BAME representation for MOD Main civilian personnel by grade

| | MOD Main civilian personnel by Ethnicity | | | | | Headcount |
|-----------------------|--|---------------|---------------|---------------|---------------|-----------|
| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 | |
| BAME | 1,280 | 1,280 | 1,290 | 1,310 | 1,330 | |
| White | 30,780 | 30,240 | 29,240 | 28,400 | 27,170 | |
| Choose Not To Declare | 1,180 | 1,180 | 1,170 | 1,150 | 1,100 | |
| Undeclared | 4,060 | 4,640 | 5,150 | 5,700 | 6,070 | |
| Total | 37,300 | 37,340 | 36,860 | 36,560 | 35,680 | |

of which:

| | BAME representation of MOD Main personnel (Number and Proportion) | | | | |
|-----------------------|---|--------------|--------------|--------------|--------------|
| MOD Main Total | 1,280 | 1,280 | 1,290 | 1,310 | 1,330 |
| | 4.0 | 4.1 | 4.2 | 4.4 | 4.7 |
| Non-Industrial | 1,150 | 1,160 | 1,180 | 1,210 | 1,240 |
| | 4.3 | 4.3 | 4.5 | 4.7 | 4.9 |
| SCS | ~ | ~ | 10 | 10 | 10 |
| | * | * | 3.8 | 3.8 | 3.6 |
| Band B | 60 | 60 | 60 | 70 | 80 |
| | 4.5 | 4.3 | 4.3 | 4.6 | 5.0 |
| Band C | 360 | 360 | 370 | 380 | 390 |
| | 4.4 | 4.4 | 4.5 | 4.7 | 4.8 |
| Band D | 210 | 220 | 240 | 250 | 260 |
| | 3.7 | 3.9 | 4.4 | 4.6 | 5.1 |
| Band E | 530 | 520 | 510 | 510 | 500 |
| | 4.4 | 4.5 | 4.6 | 4.8 | 5.0 |
| Industrial | 120 | 120 | 110 | 100 | 90 |
| | 2.5 | 2.5 | 2.4 | 2.4 | 2.6 |

Source: Defence Statistics (Civilian)

Table 2.2 - BAME representation for MOD Main civilian personnel by age group

| | BAME representation by Age Group (Number and Proportion) | | | | | Headcount |
|-----------------------|--|--------------|--------------|--------------|--------------|-----------|
| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 | |
| MOD Main Total | 1,280 | 1,280 | 1,290 | 1,310 | 1,330 | |
| | 4.0 | 4.1 | 4.2 | 4.4 | 4.7 | |
| 16 - 29 | 80 | 70 | 90 | 90 | 90 | |
| | 4.9 | 4.5 | 5.7 | * | * | |
| 30 - 39 | 260 | 250 | 260 | 270 | 280 | |
| | 5.6 | 5.7 | 5.9 | 6.3 | 6.7 | |
| 40 - 49 | 440 | 420 | 380 | 360 | 340 | |
| | 4.3 | 4.5 | 4.6 | 4.7 | 5.1 | |
| 50 - 59 | 400 | 420 | 440 | 450 | 460 | |
| | 3.4 | 3.4 | 3.6 | 3.7 | 3.9 | |
| 60 & over | 100 | 120 | 120 | 140 | 150 | |
| | 2.6 | 3.0 | 3.1 | 3.4 | 3.6 | |

Source: Defence Statistics (Civilian)

Sexual orientation

LGB representation
as at 1 April 2018

2.2%

LGB representation of MOD Main civilian personnel as at 1 April 2018 was 2.2%. This is a rise of 0.5 percentage points compared with April 2014.

LGB representation of MOD Main civilian personnel, as at 1 April 2014 to 2018

| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 |
|-------------------------|--------|--------|--------|--------|--------|
| Headcount | 410 | 410 | 440 | 470 | 500 |
| Proportion of total (%) | 1.7 | 1.7 | 1.9 | 2.0 | 2.2 |

Grade distribution

As at April 2018, the distribution of LGB and Heterosexual personnel across grade was broadly similar for all Non-industrial and Industrial grades.

Comparison of LGB and Heterosexual personnel distributions across grade, as at 1 April 2018

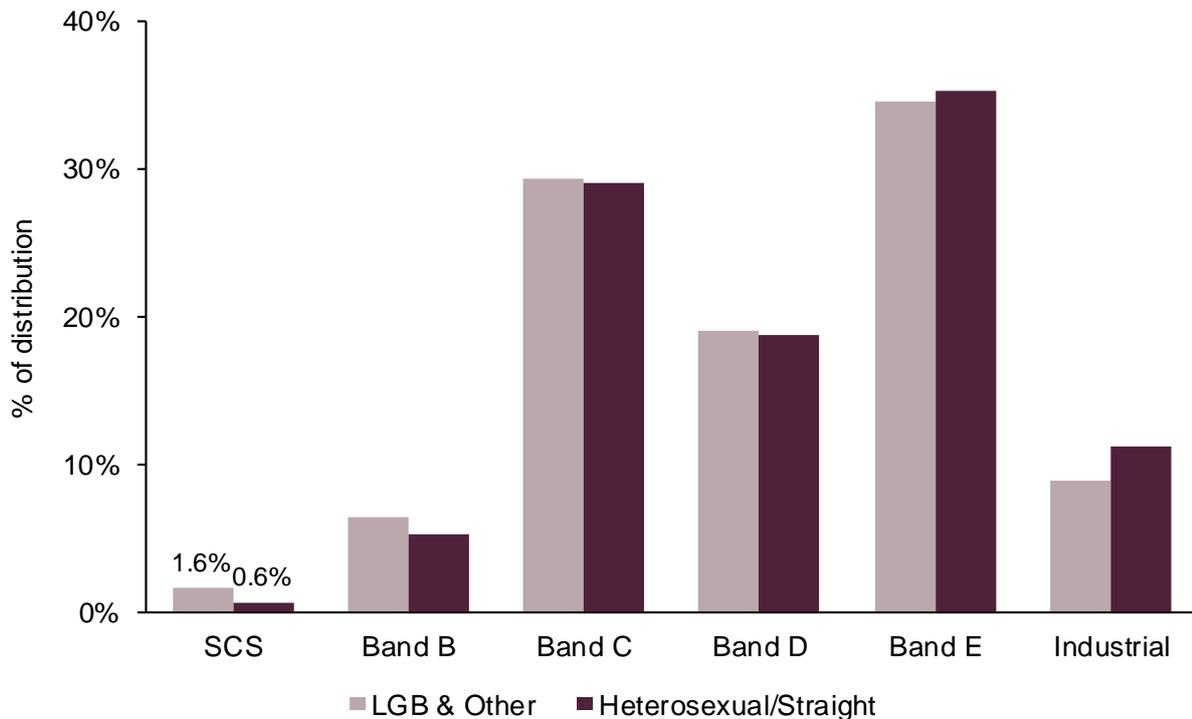


Table 3.1 - Sexual Orientation representation of MOD Main civilian personnel by grade

| | Headcount | | | | |
|-----------------------|--|---------------|---------------|---------------|---------------|
| | MOD Main civilian personnel by Sexual Orientation | | | | |
| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 |
| LGB & Other | 410 | 410 | 440 | 470 | 500 |
| Heterosexual/Straight | 23,910 | 23,480 | 22,850 | 22,530 | 22,280 |
| Choose not to declare | 5,920 | 5,530 | 5,200 | 4,790 | 4,380 |
| Unknown | 7,060 | 7,920 | 8,380 | 8,770 | 8,500 |
| Total | 37,300 | 37,340 | 36,860 | 36,560 | 35,680 |

of which:

| | LGB representation by Grade (Number and Proportion) | | | | |
|-----------------------|--|------------|------------|------------|------------|
| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 |
| MOD Main Total | 410 | 410 | 440 | 470 | 500 |
| | 1.7 | 1.7 | 1.9 | 2.0 | 2.2 |
| Non-Industrial | 360 | 360 | 390 | 420 | 460 |
| | 1.7 | 1.8 | 1.9 | 2.1 | 2.3 |
| SCS | ~ | ~ | ~ | ~ | 10 |
| | * | * | * | * | 5.5 |
| Band B | 20 | 20 | 30 | 30 | 30 |
| | 2.1 | 2.4 | * | * | 2.7 |
| Band C | 100 | 100 | 120 | 140 | 150 |
| | 1.7 | 1.6 | 1.8 | 2.1 | 2.2 |
| Band D | 80 | 80 | 80 | 80 | 100 |
| | 1.8 | 1.8 | 2.0 | 1.8 | 2.3 |
| Band E | 150 | 160 | 160 | 170 | 170 |
| | 1.7 | 1.8 | 1.9 | 2.1 | 2.2 |
| Industrial | 50 | 50 | 50 | 50 | 40 |
| | * | * | * | * | * |

Source: Defence Statistics (Civilian)

Table 3.2 - Sexual Orientation representation of MOD Main civilian personnel by age group

| | Headcount | | | | |
|-----------------------|--|------------|------------|------------|------------|
| | LGB representation by Age group (Number and Proportion) | | | | |
| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 |
| MOD Main Total | 410 | 410 | 440 | 470 | 500 |
| | 1.7 | 1.7 | 1.9 | 2.0 | 2.2 |
| 16 - 29 | 40 | 50 | 60 | 70 | 90 |
| | 2.6 | * | * | * | * |
| 30 - 39 | 90 | 90 | 100 | 110 | 130 |
| | 2.4 | 2.5 | 2.9 | 3.2 | 3.6 |
| 40 - 49 | 150 | 140 | 130 | 120 | 110 |
| | 2.0 | 2.0 | 2.0 | 2.0 | 2.1 |
| 50 - 59 | 110 | 120 | 120 | 140 | 140 |
| | 1.2 | 1.3 | 1.3 | 1.5 | 1.5 |
| 60 and over | 20 | 20 | 30 | 30 | 30 |
| | 0.9 | 0.7 | 0.9 | 1.0 | 1.1 |

Source: Defence Statistics (Civilian)

Religion / Belief

Religion / Belief representation as at 1 April 2018

| | |
|----------------------|--------------|
| Christian | 66.9% |
| Non-Christian | 5.3% |
| Secular | 27.8% |

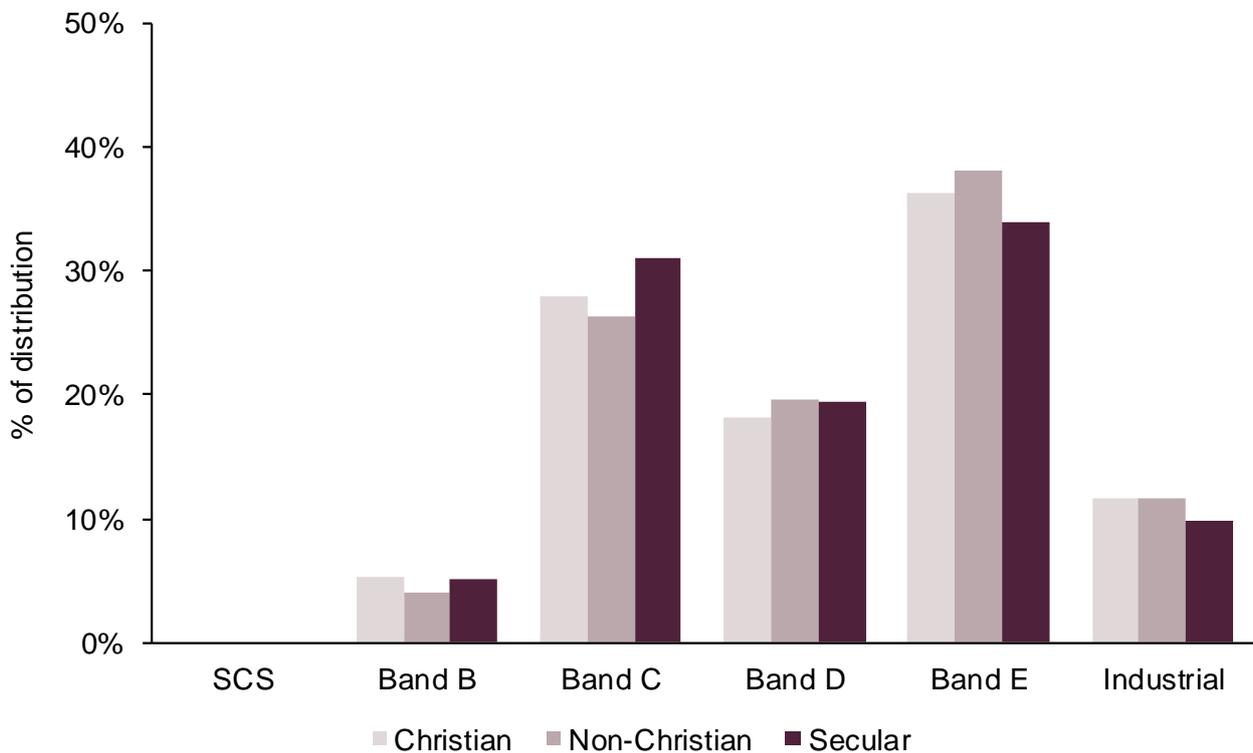
The proportion of MOD Main civilian personnel who self-declared as Christian as at 1 April 2018 was 66.9%. This is a fall of 4.4 percentage points compared with April 2014.

The proportion who self-declared as Non-Christian was 5.3%, unchanged compared with April 2014. The proportion who self-declared as Secular was 27.8%, a rise of 4.4 percentage points.

Grade distribution

As at April 2018, the distribution of Religion / Belief group distributions across grade was broadly similar for all Non-industrial and Industrial grades.

Comparison of Religion / Belief group distributions across grade, as at 1 April 2018



*Comparisons by SCS grade are not possible due to small numbers in some of groups.

Table 4.1 - Religion / Belief representation of MOD Main civilian personnel

| | Headcount | | | | |
|-----------------------|---|---------------|---------------|---------------|---------------|
| | MOD Main civilian personnel by Religion/Belief | | | | |
| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 |
| Christian | 17,440 | 16,860 | 16,190 | 15,600 | 15,040 |
| Non Christian | 1,290 | 1,240 | 1,200 | 1,190 | 1,180 |
| Secular | 5,740 | 5,800 | 5,850 | 6,030 | 6,260 |
| Choose Not To Declare | 5,780 | 5,480 | 5,190 | 4,910 | 4,610 |
| Unknown | 7,050 | 7,960 | 8,420 | 8,830 | 8,580 |
| Total | 37,300 | 37,340 | 36,860 | 36,560 | 35,680 |

of which:

| | Religion/Belief representation (Number and Proportion) | | | | |
|-----------------------|---|----------------|----------------|----------------|----------------|
| MOD Main Total | 24,470 | 23,890 | 23,240 | 22,820 | 22,480 |
| Christian | 17,440 71.3 | 16,860 70.5 | 16,190 69.6 | 15,600 68.4 | 15,040 66.9 |
| Non-Christian | 1,290 5.3 | 1,240 5.2 | 1,200 5.2 | 1,190 5.2 | 1,180 5.3 |
| Secular | 5,740 23.4 | 5,800 24.3 | 5,850 25.2 | 6,030 26.4 | 6,260 27.8 |

| Non Industrial | 21,000 | 20,650 | 20,200 | 20,040 | 19,980 |
|-----------------------|----------------|----------------|----------------|----------------|----------------|
| Christian | 14,940 71.1 | 14,520 70.3 | 14,010 69.3 | 13,610 67.9 | 13,290 66.5 |
| Non-Christian | 1,100 5.2 | 1,060 5.1 | 1,030 5.1 | 1,040 5.2 | 1,040 5.2 |
| Secular | 4,960 23.6 | 5,070 24.6 | 5,160 25.6 | 5,380 26.9 | 5,650 28.3 |

| Industrial | 3,480 | 3,250 | 3,040 | 2,790 | 2,500 |
|-------------------|--------------|--------------|--------------|--------------|--------------|
| Christian | 2,500 * | 2,340 * | 2,180 * | 1,990 * | 1,750 * |
| Non-Christian | 190 * | 180 * | 170 * | 150 * | 140 * |
| Secular | 780 * | 730 * | 690 * | 650 * | 620 * |

Source: Defence Statistics (Civilian)

Disability

Table 5.1 - Disability declaration of MOD Main civilian personnel

| | MOD Main civilian personnel by Disability status | | | | | Headcount |
|-----------------------|--|---------------|---------------|---------------|---------------|-----------|
| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 | |
| Disability | 1,790 | 2,030 | 2,200 | 2,380 | 2,560 | |
| No Disability | 14,930 | 16,620 | 17,550 | 18,340 | 18,500 | |
| Choose not to declare | 1,580 | 1,700 | 1,790 | 1,850 | 1,840 | |
| Unknown | 19,000 | 16,990 | 15,320 | 14,000 | 12,780 | |
| MOD Main Total | 37,300 | 37,340 | 36,860 | 36,560 | 35,680 | |

of which:

| | | | | | |
|-----------------------|---------------|---------------|---------------|---------------|---------------|
| Disability | 1,610 | 1,820 | 1,990 | 2,170 | 2,360 |
| No Disability | 13,300 | 14,800 | 15,640 | 16,440 | 16,760 |
| Choose not to declare | 1,410 | 1,520 | 1,600 | 1,650 | 1,650 |
| Unknown | 14,860 | 13,350 | 12,140 | 11,290 | 10,560 |
| Non-Industrial | 31,170 | 31,500 | 31,380 | 31,550 | 31,320 |

| | | | | | |
|-----------------------|--------------|--------------|--------------|--------------|--------------|
| Disability | 180 | 210 | 210 | 210 | 200 |
| No Disability | 1,630 | 1,820 | 1,900 | 1,900 | 1,750 |
| Choose not to declare | 180 | 180 | 190 | 200 | 190 |
| Unknown | 4,150 | 3,630 | 3,170 | 2,710 | 2,220 |
| Industrial | 6,130 | 5,840 | 5,470 | 5,020 | 4,360 |

Source: Defence Statistics (Civilian)

To note: Due to the HRMS reset of the disability field on 18 April 2011 to accommodate the new disability reporting requirements, insufficient numbers of personnel have made disability declarations to be able to report disability representation with any statistical validity. To provide a robust representation for a diversity field a minimum 60 per cent declaration level is required.

Table 5.2 - Disability declaration rate of MOD Main civilian personnel by grade

| | Percentage | | | | |
|---------------------------|-------------|-------------|-------------|-------------|-------------|
| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 |
| MOD Main TLB Total | 44.8 | 49.9 | 53.6 | 56.6 | 59.0 |
| Non-Industrial | 47.8 | 52.8 | 56.2 | 59.0 | 61.0 |
| SCS | 52.3 | 51.6 | 55.0 | 58.9 | 60.1 |
| Band B | 46.8 | 51.5 | 54.4 | 57.5 | 59.6 |
| Band C | 49.1 | 54.3 | 58.0 | 61.6 | 63.6 |
| Band D | 50.2 | 55.6 | 58.9 | 61.1 | 63.3 |
| Band E | 45.8 | 50.6 | 53.8 | 56.2 | 58.1 |
| Industrial | 29.6 | 34.6 | 38.6 | 42.0 | 44.7 |

Source: Defence Statistics (Civilian)

Figures in red text are where the declaration rate is below the minimum 60 per cent requirement for the representation to be reported on.

Table 5.3 - Disability status of MOD Main civilian personnel by grade

| | Headcount | | | | |
|-------------------------------|---------------|---------------|---------------|---------------|---------------|
| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 |
| MOD Main TLB Personnel | 37,300 | 37,340 | 36,860 | 36,560 | 35,680 |
| Non-Industrial | 31,170 | 31,500 | 31,380 | 31,550 | 31,320 |
| <i>of which:</i> | | | | | |
| Disability | 1,610 | 1,820 | 1,990 | 2,170 | 2,360 |
| SCS | 10 | 10 | 10 | 10 | 10 |
| Band B | 60 | 70 | 80 | 80 | 100 |
| Band C | 480 | 540 | 640 | 720 | 780 |
| Band D | 360 | 420 | 460 | 480 | 530 |
| Band E | 700 | 770 | 810 | 860 | 920 |
| No disability | 13,300 | 14,800 | 15,640 | 16,440 | 16,760 |
| SCS | 80 | 90 | 100 | 110 | 110 |
| Band B | 670 | 800 | 880 | 990 | 1,070 |
| Band C | 4,290 | 4,860 | 5,150 | 5,470 | 5,680 |
| Band D | 2,860 | 3,160 | 3,320 | 3,440 | 3,500 |
| Band E | 5,380 | 5,880 | 6,170 | 6,380 | 6,370 |
| Choose not to declare | 1,410 | 1,520 | 1,600 | 1,650 | 1,650 |
| SCS | 10 | 10 | 10 | 10 | 10 |
| Band B | 60 | 80 | 90 | 80 | 90 |
| Band C | 490 | 510 | 570 | 580 | 580 |
| Band D | 330 | 350 | 340 | 360 | 340 |
| Band E | 510 | 570 | 600 | 620 | 630 |
| Unknown | 14,860 | 13,350 | 12,140 | 11,290 | 10,560 |
| SCS | 80 | 80 | 80 | 80 | 80 |
| Band B | 760 | 750 | 720 | 710 | 710 |
| Band C | 4,460 | 4,040 | 3,620 | 3,280 | 3,110 |
| Band D | 2,860 | 2,510 | 2,300 | 2,150 | 2,000 |
| Band E | 6,660 | 5,930 | 5,380 | 5,030 | 4,630 |
| Industrial | 6,130 | 5,840 | 5,470 | 5,020 | 4,360 |
| Disability | 180 | 210 | 210 | 210 | 200 |
| No disability | 1,630 | 1,820 | 1,900 | 1,900 | 1,750 |
| Choose not to declare | 180 | 180 | 190 | 200 | 190 |
| Unknown | 4,150 | 3,630 | 3,170 | 2,710 | 2,220 |

Source: Defence Statistics (Civilian)

Work status

Part-time representation as at 1 April 2018

11.5%

The proportion of MOD Main civilian personnel who worked part-time as at 1 April 2018 was 11.5%. This is a rise of 0.8 percentage points compared with April 2014.

Part-time representation of MOD Main civilian personnel, as at 1 April 2014 to 2018

| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 |
|-------------------------|--------|--------|--------|--------|--------|
| Headcount | 4,000 | 4,030 | 3,890 | 4,000 | 4,110 |
| Proportion of total (%) | 10.7 | 10.8 | 10.6 | 11.0 | 11.5 |

Grade distribution

As at April 2018, the distribution of Part-time and Full-time personnel across grade was broadly similar for Non-Industrial grades. For Industrial personnel, the proportion of Full-time personnel was 14.4% compared with 5.6% of Part-time personnel.

Comparison of Part-time and Full-time personnel distributions across grade, as at 1 April 2018

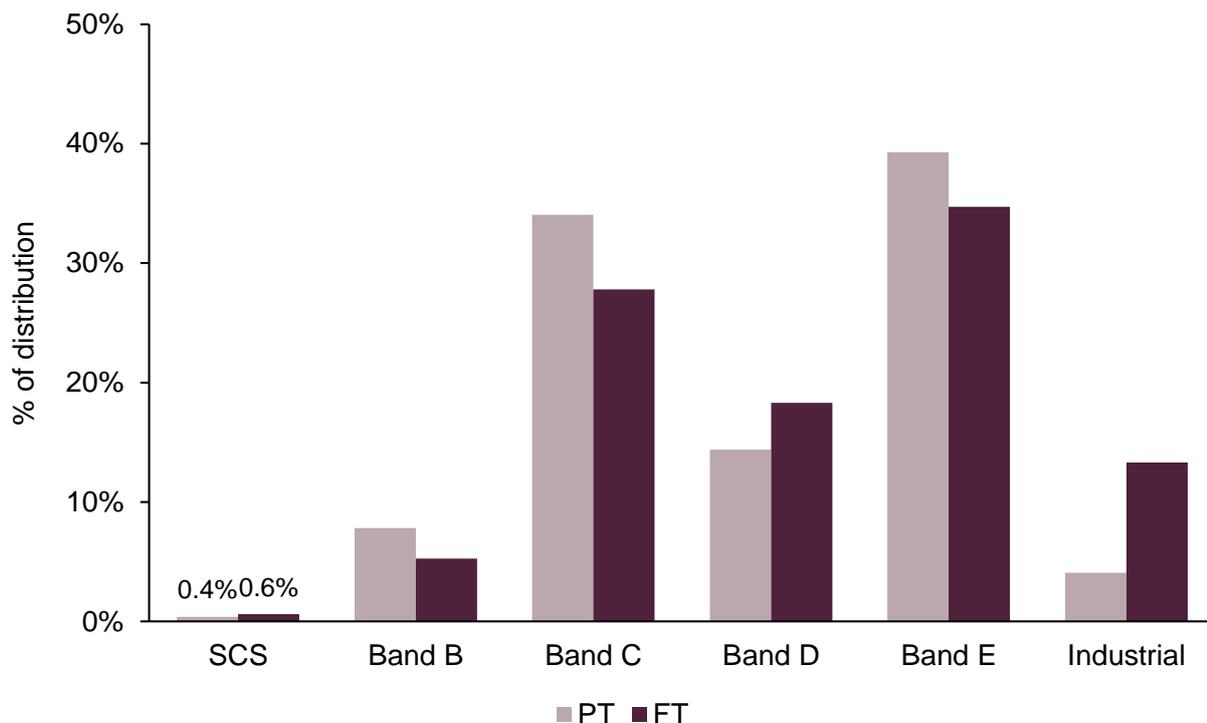


Table 6.1 - Full-Time/Part-Time representation of MOD Main civilian personnel by grade

| | Headcount | | | | |
|--------------|---|---------------|---------------|---------------|---------------|
| | MOD Main civilian personnel by work status (Number and Proportion) | | | | |
| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 |
| Full Time | 33,310 | 33,300 | 32,970 | 32,560 | 31,560 |
| Part Time | 4,000 | 4,030 | 3,890 | 4,000 | 4,110 |
| Total | 37,300 | 37,340 | 36,860 | 36,560 | 35,680 |

of which:

| | Part-Time representation of MOD Main personnel (Number and Proportion) | | | | |
|-----------------------|---|---------------|---------------|---------------|---------------|
| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 |
| MOD Main Total | 4,000 | 4,030 | 3,890 | 4,000 | 4,110 |
| | <i>10.7</i> | <i>10.8</i> | <i>10.6</i> | <i>11.0</i> | <i>11.5</i> |
| Non-Industrial | 3,720 | 3,760 | 3,640 | 3,770 | 3,950 |
| | <i>11.9</i> | <i>11.9</i> | <i>11.6</i> | <i>12.0</i> | <i>12.6</i> |
| SCS | 10 | 20 | 10 | 10 | 20 |
| | <i>7.4</i> | <i>8.6</i> | <i>6.9</i> | <i>6.7</i> | <i>7.7</i> |
| Band B | 240 | 260 | 270 | 290 | 320 |
| | <i>15.4</i> | <i>15.1</i> | <i>15.2</i> | <i>15.5</i> | <i>16.2</i> |
| Band C | 1,390 | 1,410 | 1,280 | 1,310 | 1,400 |
| | <i>14.3</i> | <i>14.2</i> | <i>12.8</i> | <i>13.1</i> | <i>13.7</i> |
| Band D | 490 | 500 | 520 | 540 | 590 |
| | <i>7.6</i> | <i>7.8</i> | <i>8.1</i> | <i>8.4</i> | <i>9.3</i> |
| Band E | 1,580 | 1,560 | 1,550 | 1,600 | 1,610 |
| | <i>11.9</i> | <i>11.9</i> | <i>12.0</i> | <i>12.4</i> | <i>12.8</i> |
| Industrial | 280 | 270 | 250 | 230 | 170 |
| | <i>4.5</i> | <i>4.7</i> | <i>4.6</i> | <i>4.6</i> | <i>3.8</i> |

Source: Defence Statistics (Civilian)

Table 6.2 - Full-Time/Part-Time representation of MOD Main civilian personnel by age group

| | Headcount | | | | |
|-----------------------|--|---------------|---------------|---------------|---------------|
| | Part-Time representation by Age group (Number and Proportion) | | | | |
| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 |
| MOD Main Total | 4,000 | 4,030 | 3,890 | 4,000 | 4,110 |
| | <i>10.7</i> | <i>10.8</i> | <i>10.6</i> | <i>11.0</i> | <i>11.5</i> |
| 16 - 29 | 220 | 200 | 170 | 150 | 150 |
| | <i>10.0</i> | <i>8.6</i> | <i>7.0</i> | <i>5.7</i> | <i>5.4</i> |
| 30 - 39 | 850 | 870 | 810 | 860 | 880 |
| | <i>15.8</i> | <i>16.1</i> | <i>14.9</i> | <i>15.2</i> | <i>15.7</i> |
| 40 - 49 | 1,360 | 1,280 | 1,150 | 1,120 | 1,120 |
| | <i>11.5</i> | <i>11.7</i> | <i>11.4</i> | <i>12.0</i> | <i>13.2</i> |
| 50 - 59 | 950 | 1,020 | 1,050 | 1,080 | 1,130 |
| | <i>7.0</i> | <i>7.2</i> | <i>7.3</i> | <i>7.5</i> | <i>7.9</i> |
| 60 and over | 610 | 670 | 710 | 800 | 840 |
| | <i>14.0</i> | <i>14.9</i> | <i>15.7</i> | <i>17.4</i> | <i>18.0</i> |

Source: Defence Statistics (Civilian)

Age

Average age
as at 1 April 2018

48.1 years

The average age of MOD Main civilian personnel as at 1 April 2018 was 48.1 years. This is a rise of 0.2 years compared with April 2014.

Average age of MOD Main personnel, as at 1 April 2014 to 2018

| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 |
|---------------------|--------|--------|--------|--------|--------|
| Headcount | 37,300 | 37,340 | 36,860 | 36,560 | 35,680 |
| Average age (years) | 47.8 | 48.0 | 48.1 | 48.0 | 48.1 |

Age group distribution

Almost two fifths (39.8%) of MoD Main personnel were aged 50 – 59 years of age as at 1 April 2018. In comparison with April 2014 this age group has increased by 3.6 percentage points. Whilst personnel aged 40 – 49 years of age have fallen by 7.9 percentage points (31.6% to 23.7%).

Age group distribution of MOD Main personnel, as at 1 April 2018

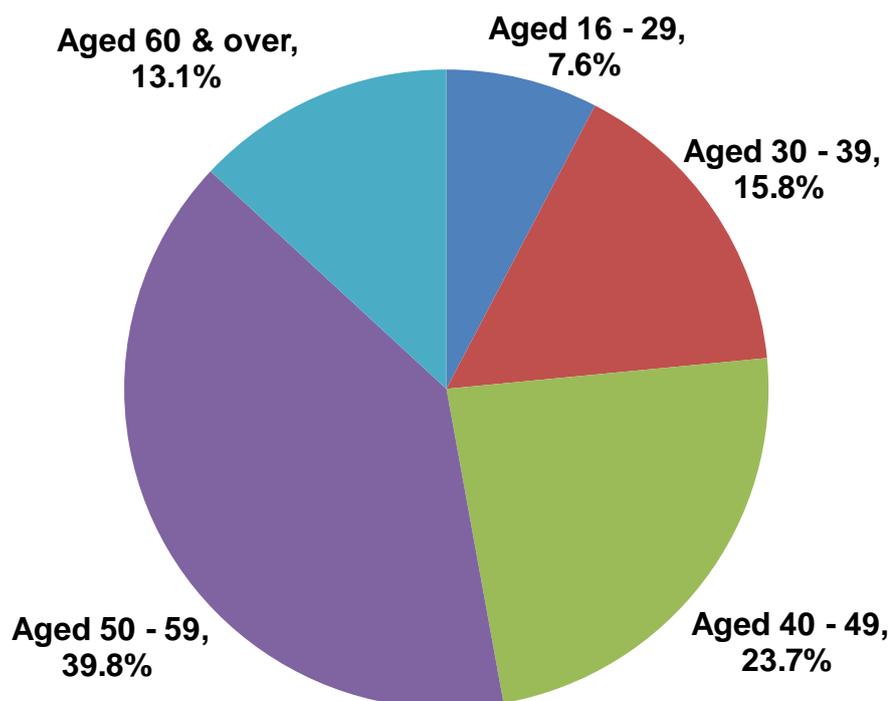
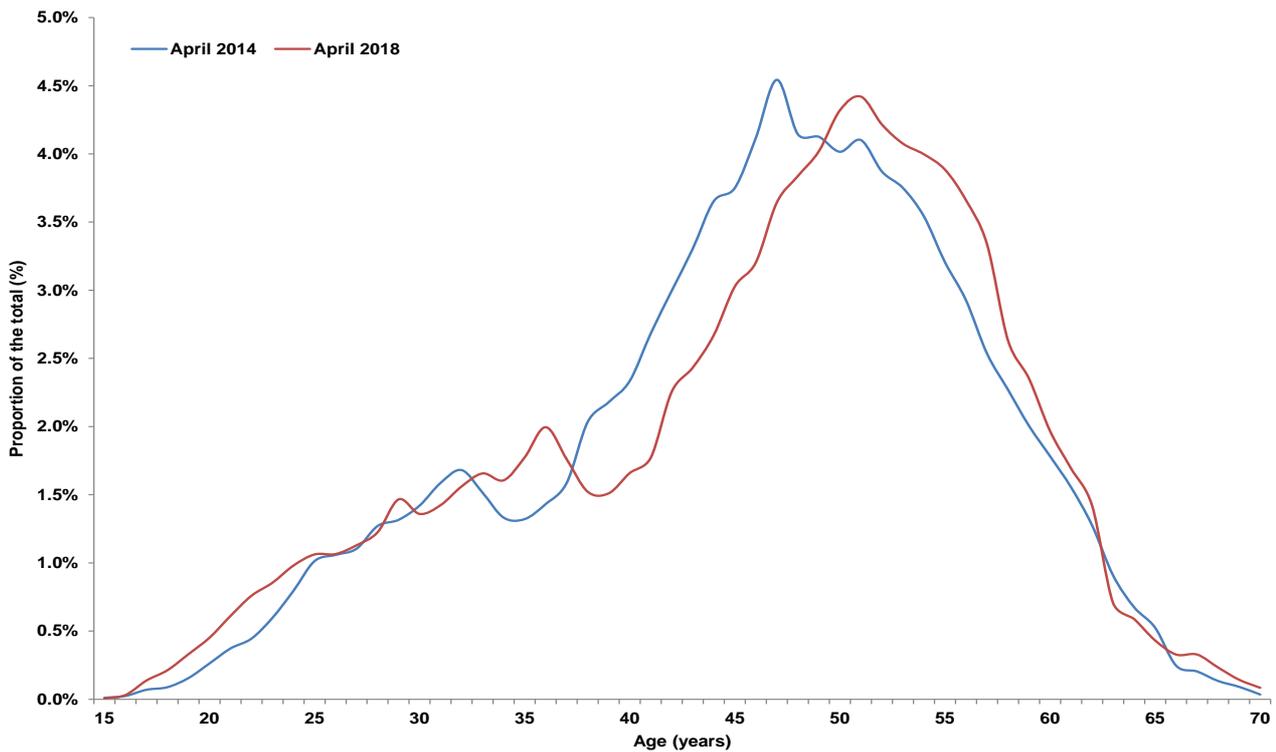


Table 7.1 - Age Group of MOD Main civilian personnel

| | Headcount | | | | |
|-----------------------|--|----------------|----------------|----------------|----------------|
| | Age group representation (Number and Proportion) | | | | |
| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 |
| MOD Main Total | 37,300 | 37,340 | 36,860 | 36,560 | 35,680 |
| 16 - 29 | 2,240 6.0 | 2,340 6.3 | 2,440 6.6 | 2,590 7.1 | 2,720 7.6 |
| 30 - 39 | 5,400 14.5 | 5,400 14.5 | 5,440 14.7 | 5,680 15.5 | 5,650 15.8 |
| 40 - 49 | 11,790 31.6 | 10,970 29.4 | 10,080 27.4 | 9,300 25.4 | 8,460 23.7 |
| 50 - 59 | 13,510 36.2 | 14,140 37.9 | 14,370 39.0 | 14,400 39.4 | 14,190 39.8 |
| 60 and over | 4,370 11.7 | 4,480 12.0 | 4,530 12.3 | 4,600 12.6 | 4,660 13.1 |

Source: Defence Statistics (Civilian)

Age Profile of Core MOD civilian personnel, as at 1 April 2014 and 1 April 2018



Annex 1A - MOD Main civilian personnel by Gender and Grade

| | Headcount | | | | |
|--------------|---------------|---------------|---------------|---------------|---------------|
| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 |
| Male | 22,450 | 22,330 | 21,900 | 21,350 | 20,540 |
| Female | 14,850 | 15,010 | 14,960 | 15,220 | 15,130 |
| Total | 37,300 | 37,340 | 36,860 | 36,560 | 35,680 |

of which:

Non Industrial

| | | | | | |
|--------------|---------------|---------------|---------------|---------------|---------------|
| Male | 17,230 | 17,370 | 17,250 | 17,080 | 16,740 |
| Female | 13,940 | 14,130 | 14,140 | 14,460 | 14,570 |
| Total | 31,170 | 31,500 | 31,380 | 31,550 | 31,320 |

Senior Civil Service

| | | | | | |
|--------------|------------|------------|------------|------------|------------|
| Male | 130 | 130 | 140 | 150 | 140 |
| Female | 40 | 50 | 60 | 60 | 60 |
| Total | 180 | 190 | 200 | 210 | 210 |

Band B

| | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|
| Male | 1,000 | 1,100 | 1,140 | 1,170 | 1,210 |
| Female | 550 | 600 | 630 | 700 | 770 |
| Total | 1,550 | 1,700 | 1,770 | 1,880 | 1,980 |

Band C

| | | | | | |
|--------------|--------------|--------------|--------------|---------------|---------------|
| Male | 6,010 | 6,030 | 5,990 | 5,920 | 5,820 |
| Female | 3,720 | 3,910 | 3,980 | 4,130 | 4,340 |
| Total | 9,730 | 9,950 | 9,970 | 10,050 | 10,160 |

Band D

| | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|
| Male | 3,800 | 3,800 | 3,690 | 3,550 | 3,420 |
| Female | 2,610 | 2,640 | 2,730 | 2,880 | 2,940 |
| Total | 6,420 | 6,440 | 6,420 | 6,430 | 6,360 |

Band E

| | | | | | |
|--------------|---------------|---------------|---------------|---------------|---------------|
| Male | 6,250 | 6,260 | 6,240 | 6,250 | 6,120 |
| Female | 7,000 | 6,900 | 6,710 | 6,650 | 6,430 |
| Total | 13,240 | 13,150 | 12,950 | 12,900 | 12,550 |

Industrial

| | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|
| Male | 5,220 | 4,960 | 4,650 | 4,260 | 3,800 |
| Female | 910 | 880 | 820 | 750 | 560 |
| Total | 6,130 | 5,840 | 5,470 | 5,020 | 4,360 |

Source: Defence Statistics (Civilian)

Annex 1B - MOD Main civilian personnel by Gender and Age group

| | Headcount | | | | |
|--------------|---------------|---------------|---------------|---------------|---------------|
| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 |
| Male | 22,450 | 22,330 | 21,900 | 21,350 | 20,540 |
| Female | 14,850 | 15,010 | 14,960 | 15,220 | 15,130 |
| Total | 37,300 | 37,340 | 36,860 | 36,560 | 35,680 |

of which:

16 - 29 Years of Age

| | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|
| Male | 1,080 | 1,160 | 1,220 | 1,320 | 1,420 |
| Female | 1,160 | 1,180 | 1,210 | 1,280 | 1,300 |
| Total | 2,240 | 2,340 | 2,440 | 2,590 | 2,720 |

30 - 39 Years of Age

| | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|
| Male | 2,610 | 2,630 | 2,670 | 2,750 | 2,740 |
| Female | 2,790 | 2,780 | 2,760 | 2,930 | 2,910 |
| Total | 5,400 | 5,400 | 5,440 | 5,680 | 5,650 |

40 - 49 Years of Age

| | | | | | |
|--------------|---------------|---------------|---------------|--------------|--------------|
| Male | 6,580 | 6,020 | 5,480 | 4,980 | 4,400 |
| Female | 5,210 | 4,940 | 4,600 | 4,310 | 4,060 |
| Total | 11,790 | 10,970 | 10,080 | 9,300 | 8,460 |

50 - 59 Years of Age

| | | | | | |
|--------------|---------------|---------------|---------------|---------------|---------------|
| Male | 8,800 | 9,120 | 9,140 | 8,980 | 8,680 |
| Female | 4,710 | 5,020 | 5,230 | 5,430 | 5,510 |
| Total | 13,510 | 14,140 | 14,370 | 14,400 | 14,190 |

60 and over Years of Age

| | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|
| Male | 3,390 | 3,390 | 3,380 | 3,320 | 3,310 |
| Female | 990 | 1,090 | 1,160 | 1,270 | 1,360 |
| Total | 4,370 | 4,480 | 4,530 | 4,600 | 4,660 |

Source: Defence Statistics (Civilian)

Annex 2A - MOD Main civilian personnel by Ethnicity and Grade

| | Headcount | | | | |
|--------------|---------------|---------------|---------------|---------------|---------------|
| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 |
| BAME | 1,280 | 1,280 | 1,290 | 1,310 | 1,330 |
| White | 30,780 | 30,240 | 29,240 | 28,400 | 27,170 |
| Undeclared | 5,240 | 5,820 | 6,320 | 6,860 | 7,180 |
| Total | 37,300 | 37,340 | 36,860 | 36,560 | 35,680 |

of which:

Non Industrial

| | | | | | |
|--------------|---------------|---------------|---------------|---------------|---------------|
| BAME | 1,150 | 1,160 | 1,180 | 1,210 | 1,240 |
| White | 25,950 | 25,650 | 24,960 | 24,530 | 23,880 |
| Undeclared | 4,060 | 4,690 | 5,240 | 5,800 | 6,200 |
| Total | 31,170 | 31,500 | 31,380 | 31,550 | 31,320 |

Senior Civil Service

| | | | | | |
|--------------|------------|------------|------------|------------|------------|
| BAME | ~ | ~ | 10 | 10 | 10 |
| White | 150 | 150 | 150 | 150 | 160 |
| Undeclared | 30 | 30 | 40 | 50 | 40 |
| Total | 180 | 190 | 200 | 210 | 210 |

Band B

| | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|
| BAME | 60 | 60 | 60 | 70 | 80 |
| White | 1,200 | 1,310 | 1,330 | 1,400 | 1,440 |
| Undeclared | 300 | 330 | 380 | 410 | 460 |
| Total | 1,550 | 1,700 | 1,770 | 1,880 | 1,980 |

Band C

| | | | | | |
|--------------|--------------|--------------|--------------|---------------|---------------|
| BAME | 360 | 360 | 370 | 380 | 390 |
| White | 7,760 | 7,830 | 7,810 | 7,730 | 7,720 |
| Undeclared | 1,610 | 1,760 | 1,800 | 1,940 | 2,060 |
| Total | 9,730 | 9,950 | 9,970 | 10,050 | 10,160 |

Band D

| | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|
| BAME | 210 | 220 | 240 | 250 | 260 |
| White | 5,470 | 5,380 | 5,180 | 5,100 | 4,960 |
| Undeclared | 730 | 850 | 1,000 | 1,090 | 1,140 |
| Total | 6,420 | 6,440 | 6,420 | 6,430 | 6,360 |

Band E

| | | | | | |
|--------------|---------------|---------------|---------------|---------------|---------------|
| BAME | 530 | 520 | 510 | 510 | 500 |
| White | 11,340 | 10,960 | 10,460 | 10,120 | 9,580 |
| Undeclared | 1,380 | 1,680 | 1,980 | 2,270 | 2,470 |
| Total | 13,240 | 13,150 | 12,950 | 12,900 | 12,550 |

Industrial

| | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|
| BAME | 120 | 120 | 110 | 100 | 90 |
| White | 4,830 | 4,590 | 4,280 | 3,870 | 3,290 |
| Undeclared | 1,180 | 1,130 | 1,080 | 1,060 | 980 |
| Total | 6,130 | 5,840 | 5,470 | 5,020 | 4,360 |

Source: Defence Statistics (Civilian)

Annex 2B - MOD Main civilian personnel by Ethnicity and Age group

| | Headcount | | | | |
|--------------|---------------|---------------|---------------|---------------|---------------|
| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 |
| BAME | 1,280 | 1,280 | 1,290 | 1,310 | 1,330 |
| White | 30,780 | 30,240 | 29,240 | 28,400 | 27,170 |
| Undeclared | 5,240 | 5,820 | 6,320 | 6,860 | 7,180 |
| Total | 37,300 | 37,340 | 36,860 | 36,560 | 35,680 |

of which:

16 - 29 Years of Age

| | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|
| BAME | 80 | 70 | 90 | 90 | 90 |
| White | 1,630 | 1,530 | 1,440 | 1,400 | 1,430 |
| Undeclared | 520 | 740 | 900 | 1,100 | 1,200 |
| Total | 2,240 | 2,340 | 2,440 | 2,590 | 2,720 |

30 - 39 Years of Age

| | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|
| BAME | 260 | 250 | 260 | 270 | 280 |
| White | 4,270 | 4,160 | 4,050 | 4,060 | 3,910 |
| Undeclared | 870 | 990 | 1,130 | 1,340 | 1,460 |
| Total | 5,400 | 5,400 | 5,440 | 5,680 | 5,650 |

40 - 49 Years of Age

| | | | | | |
|--------------|---------------|---------------|---------------|--------------|--------------|
| BAME | 440 | 420 | 380 | 360 | 340 |
| White | 9,780 | 8,920 | 8,070 | 7,280 | 6,420 |
| Undeclared | 1,570 | 1,630 | 1,630 | 1,650 | 1,690 |
| Total | 11,790 | 10,970 | 10,080 | 9,300 | 8,460 |

50 - 59 Years of Age

| | | | | | |
|--------------|---------------|---------------|---------------|---------------|---------------|
| BAME | 400 | 420 | 440 | 450 | 460 |
| White | 11,380 | 11,800 | 11,840 | 11,790 | 11,520 |
| Undeclared | 1,740 | 1,920 | 2,090 | 2,160 | 2,210 |
| Total | 13,510 | 14,140 | 14,370 | 14,400 | 14,190 |

60 and over Years of Age

| | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|
| BAME | 100 | 120 | 120 | 140 | 150 |
| White | 3,720 | 3,820 | 3,840 | 3,860 | 3,890 |
| Undeclared | 550 | 540 | 570 | 600 | 620 |
| Total | 4,370 | 4,480 | 4,530 | 4,600 | 4,660 |

Source: Defence Statistics (Civilian)

Annex 3A - MOD Main civilian personnel by Sexual Orientation and Grade

| | Headcount | | | | |
|--------------|---------------|---------------|---------------|---------------|---------------|
| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 |
| LGB | 410 | 410 | 440 | 470 | 500 |
| Heterosexual | 23,910 | 23,480 | 22,850 | 22,530 | 22,280 |
| Undeclared | 12,980 | 13,450 | 13,570 | 13,560 | 12,890 |
| Total | 37,300 | 37,340 | 36,860 | 36,560 | 35,680 |

of which:

Non Industrial

| | | | | | |
|--------------|---------------|---------------|---------------|---------------|---------------|
| LGB | 360 | 360 | 390 | 420 | 460 |
| Heterosexual | 20,490 | 20,260 | 19,830 | 19,780 | 19,800 |
| Undeclared | 10,330 | 10,870 | 11,160 | 11,340 | 11,060 |
| Total | 31,170 | 31,500 | 31,380 | 31,550 | 31,320 |

Senior Civil Service

| | | | | | |
|--------------|------------|------------|------------|------------|------------|
| LGB | ~ | ~ | ~ | ~ | 10 |
| Heterosexual | 110 | 120 | 120 | 120 | 140 |
| Undeclared | 60 | 60 | 80 | 80 | 60 |
| Total | 180 | 190 | 200 | 210 | 210 |

Band B

| | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|
| LGB | 20 | 20 | 30 | 30 | 30 |
| Heterosexual | 930 | 1,020 | 1,010 | 1,100 | 1,160 |
| Undeclared | 610 | 660 | 730 | 750 | 790 |
| Total | 1,550 | 1,700 | 1,770 | 1,880 | 1,980 |

Band C

| | | | | | |
|--------------|--------------|--------------|--------------|---------------|---------------|
| LGB | 100 | 100 | 120 | 140 | 150 |
| Heterosexual | 6,160 | 6,310 | 6,330 | 6,390 | 6,470 |
| Undeclared | 3,460 | 3,540 | 3,530 | 3,520 | 3,550 |
| Total | 9,730 | 9,950 | 9,970 | 10,050 | 10,160 |

Band D

| | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|
| LGB | 80 | 80 | 80 | 80 | 100 |
| Heterosexual | 4,390 | 4,260 | 4,160 | 4,140 | 4,160 |
| Undeclared | 1,940 | 2,100 | 2,170 | 2,210 | 2,110 |
| Total | 6,420 | 6,440 | 6,420 | 6,430 | 6,360 |

Band E

| | | | | | |
|--------------|---------------|---------------|---------------|---------------|---------------|
| LGB | 150 | 160 | 160 | 170 | 170 |
| Heterosexual | 8,870 | 8,540 | 8,190 | 8,010 | 7,850 |
| Undeclared | 4,230 | 4,460 | 4,610 | 4,720 | 4,530 |
| Total | 13,240 | 13,150 | 12,950 | 12,900 | 12,550 |

Industrial

| | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|
| LGB | 50 | 50 | 50 | 50 | 40 |
| Heterosexual | 3,430 | 3,210 | 3,010 | 2,750 | 2,490 |
| Undeclared | 2,660 | 2,580 | 2,410 | 2,220 | 1,830 |
| Total | 6,130 | 5,840 | 5,470 | 5,020 | 4,360 |

Source: Defence Statistics (Civilian)

Annex 3B - MOD Main civilian personnel by Sexual Orientation and Age group

| | Headcount | | | | |
|--------------|---------------|---------------|---------------|---------------|---------------|
| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 |
| LGB | 410 | 410 | 440 | 470 | 500 |
| Heterosexual | 23,910 | 23,480 | 22,850 | 22,530 | 22,280 |
| Undeclared | 12,980 | 13,450 | 13,570 | 13,560 | 12,890 |
| Total | 37,300 | 37,340 | 36,860 | 36,560 | 35,680 |

of which:

16 - 29 Years of Age

| | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|
| LGB | 40 | 50 | 60 | 70 | 90 |
| Heterosexual | 1,450 | 1,340 | 1,250 | 1,200 | 1,270 |
| Undeclared | 750 | 960 | 1,130 | 1,320 | 1,360 |
| Total | 2,240 | 2,340 | 2,440 | 2,590 | 2,720 |

30 - 39 Years of Age

| | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|
| LGB | 90 | 90 | 100 | 110 | 130 |
| Heterosexual | 3,510 | 3,420 | 3,360 | 3,430 | 3,420 |
| Undeclared | 1,800 | 1,890 | 1,980 | 2,130 | 2,090 |
| Total | 5,400 | 5,400 | 5,440 | 5,680 | 5,650 |

40 - 49 Years of Age

| | | | | | |
|--------------|---------------|---------------|---------------|--------------|--------------|
| LGB | 150 | 140 | 130 | 120 | 110 |
| Heterosexual | 7,560 | 6,880 | 6,260 | 5,710 | 5,210 |
| Undeclared | 4,080 | 3,950 | 3,700 | 3,470 | 3,140 |
| Total | 11,790 | 10,970 | 10,080 | 9,300 | 8,460 |

50 - 59 Years of Age

| | | | | | |
|--------------|---------------|---------------|---------------|---------------|---------------|
| LGB | 110 | 120 | 120 | 140 | 140 |
| Heterosexual | 8,680 | 9,040 | 9,140 | 9,260 | 9,280 |
| Undeclared | 4,730 | 4,980 | 5,100 | 5,010 | 4,770 |
| Total | 13,510 | 14,140 | 14,370 | 14,400 | 14,190 |

60 and over Years of Age

| | | | | | |
|--------------|--------------|--------------|--------------|--------------|--------------|
| LGB | 20 | 20 | 30 | 30 | 30 |
| Heterosexual | 2,720 | 2,800 | 2,840 | 2,930 | 3,100 |
| Undeclared | 1,620 | 1,660 | 1,670 | 1,640 | 1,530 |
| Total | 4,370 | 4,480 | 4,530 | 4,600 | 4,660 |

Source: Defence Statistics (Civilian)

Annex 4A - MOD Main civilian personnel by Religion / Belief and Grade

| | Headcount | | | | |
|---------------|---------------|---------------|---------------|---------------|---------------|
| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 |
| Christian | 17,440 | 16,860 | 16,190 | 15,600 | 15,040 |
| Non Christian | 1,290 | 1,240 | 1,200 | 1,190 | 1,180 |
| Secular | 5,740 | 5,800 | 5,850 | 6,030 | 6,260 |
| Undeclared | 12,830 | 13,440 | 13,620 | 13,740 | 13,190 |
| Total | 37,300 | 37,340 | 36,860 | 36,560 | 35,680 |

of which:

Non Industrial

| | | | | | |
|---------------|---------------|---------------|---------------|---------------|---------------|
| Christian | 14,940 | 14,520 | 14,010 | 13,610 | 13,290 |
| Non Christian | 1,100 | 1,060 | 1,030 | 1,040 | 1,040 |
| Secular | 4,960 | 5,070 | 5,160 | 5,380 | 5,650 |
| Undeclared | 10,170 | 10,850 | 11,180 | 11,510 | 11,340 |
| Total | 31,170 | 31,500 | 31,380 | 31,550 | 31,320 |

Senior Civil Service

| | | | | | |
|---------------|------------|------------|------------|------------|------------|
| Christian | 70 | 80 | 80 | 80 | 100 |
| Non Christian | ~ | ~ | ~ | ~ | ~ |
| Secular | 40 | 40 | 40 | 40 | 40 |
| Undeclared | 60 | 60 | 80 | 80 | 70 |
| Total | 180 | 190 | 200 | 210 | 210 |

Band B

| | | | | | |
|---------------|--------------|--------------|--------------|--------------|--------------|
| Christian | 680 | 720 | 730 | 780 | 800 |
| Non Christian | 40 | 40 | 40 | 40 | 50 |
| Secular | 220 | 260 | 260 | 290 | 320 |
| Undeclared | 620 | 670 | 740 | 760 | 810 |
| Total | 1,550 | 1,700 | 1,770 | 1,880 | 1,980 |

Band C

| | | | | | |
|---------------|--------------|--------------|--------------|---------------|---------------|
| Christian | 4,420 | 4,460 | 4,350 | 4,250 | 4,200 |
| Non Christian | 280 | 280 | 300 | 300 | 310 |
| Secular | 1,570 | 1,620 | 1,730 | 1,840 | 1,940 |
| Undeclared | 3,460 | 3,590 | 3,600 | 3,660 | 3,710 |
| Total | 9,730 | 9,950 | 9,970 | 10,050 | 10,160 |

Band D

| | | | | | |
|---------------|--------------|--------------|--------------|--------------|--------------|
| Christian | 3,100 | 2,960 | 2,850 | 2,770 | 2,720 |
| Non Christian | 220 | 210 | 210 | 230 | 230 |
| Secular | 1,110 | 1,130 | 1,140 | 1,160 | 1,220 |
| Undeclared | 1,980 | 2,140 | 2,230 | 2,280 | 2,200 |
| Total | 6,420 | 6,440 | 6,420 | 6,430 | 6,360 |

Band E

| | | | | | |
|---------------|---------------|---------------|---------------|---------------|---------------|
| Christian | 6,650 | 6,280 | 5,990 | 5,710 | 5,460 |
| Non Christian | 550 | 530 | 480 | 470 | 450 |
| Secular | 2,010 | 2,010 | 1,980 | 2,050 | 2,130 |
| Undeclared | 4,030 | 4,330 | 4,500 | 4,670 | 4,520 |
| Total | 13,240 | 13,150 | 12,950 | 12,900 | 12,550 |

Industrial

| | | | | | |
|---------------|--------------|--------------|--------------|--------------|--------------|
| Christian | 2,500 | 2,340 | 2,180 | 1,990 | 1,750 |
| Non Christian | 190 | 180 | 170 | 150 | 140 |
| Secular | 780 | 730 | 690 | 650 | 620 |
| Undeclared | 2,660 | 2,590 | 2,430 | 2,230 | 1,860 |
| Total | 6,130 | 5,840 | 5,470 | 5,020 | 4,360 |

Source: Defence Statistics (Civilian)

Annex 4B - MOD Main civilian personnel by Religion / Belief and Age group

| | Headcount | | | | |
|---------------|---------------|---------------|---------------|---------------|---------------|
| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 |
| Christian | 17,440 | 16,860 | 16,190 | 15,600 | 15,040 |
| Non Christian | 1,290 | 1,240 | 1,200 | 1,190 | 1,180 |
| Secular | 5,740 | 5,800 | 5,850 | 6,030 | 6,260 |
| Undeclared | 12,830 | 13,440 | 13,620 | 13,740 | 13,190 |
| Total | 37,300 | 37,340 | 36,860 | 36,560 | 35,680 |

of which:

16 - 29 Years of Age

| | | | | | |
|---------------|--------------|--------------|--------------|--------------|--------------|
| Christian | 660 | 550 | 480 | 440 | 450 |
| Non Christian | 70 | 60 | 50 | 50 | 60 |
| Secular | 710 | 690 | 700 | 700 | 780 |
| Undeclared | 800 | 1,040 | 1,210 | 1,400 | 1,440 |
| Total | 2,240 | 2,340 | 2,440 | 2,590 | 2,720 |

30 - 39 Years of Age

| | | | | | |
|---------------|--------------|--------------|--------------|--------------|--------------|
| Christian | 1,850 | 1,780 | 1,700 | 1,660 | 1,590 |
| Non Christian | 250 | 230 | 230 | 220 | 220 |
| Secular | 1,340 | 1,340 | 1,360 | 1,470 | 1,540 |
| Undeclared | 1,960 | 2,050 | 2,140 | 2,320 | 2,290 |
| Total | 5,400 | 5,400 | 5,440 | 5,680 | 5,650 |

40 - 49 Years of Age

| | | | | | |
|---------------|---------------|---------------|---------------|--------------|--------------|
| Christian | 5,320 | 4,700 | 4,160 | 3,700 | 3,250 |
| Non Christian | 440 | 410 | 370 | 340 | 320 |
| Secular | 1,910 | 1,820 | 1,760 | 1,670 | 1,590 |
| Undeclared | 4,120 | 4,030 | 3,800 | 3,590 | 3,280 |
| Total | 11,790 | 10,970 | 10,080 | 9,300 | 8,460 |

50 - 59 Years of Age

| | | | | | |
|---------------|---------------|---------------|---------------|---------------|---------------|
| Christian | 7,100 | 7,250 | 7,270 | 7,180 | 7,040 |
| Non Christian | 420 | 420 | 430 | 460 | 450 |
| Secular | 1,480 | 1,630 | 1,700 | 1,820 | 1,940 |
| Undeclared | 4,510 | 4,850 | 4,970 | 4,950 | 4,750 |
| Total | 13,510 | 14,140 | 14,370 | 14,400 | 14,190 |

60 and over Years of Age

| | | | | | |
|---------------|--------------|--------------|--------------|--------------|--------------|
| Christian | 2,520 | 2,570 | 2,580 | 2,630 | 2,700 |
| Non Christian | 120 | 130 | 120 | 120 | 130 |
| Secular | 300 | 310 | 340 | 360 | 400 |
| Undeclared | 1,440 | 1,470 | 1,500 | 1,480 | 1,420 |
| Total | 4,370 | 4,480 | 4,530 | 4,600 | 4,660 |

Source: Defence Statistics (Civilian)

Declaration rates

'Ethnicity', 'Sexual Orientation', 'Religion & Faith', and 'Disability' are based on self-declaration. Each member of personnel can choose from the following options:

One of the available diversity data fields (an active declaration)

Choose not to declare

No response

} No declaration

Declaration rate is the number of personnel who make an 'active declaration' as a proportion of the total personnel. In order to provide a robust representation for a diversity field a minimum 60 per cent declaration level is required.

Declaration rates, as at 1 April 2014 to 2018

| | Percentage | | | | | 2014 to 2018 ppt change |
|--------------------|------------|--------|--------|--------|--------|----------------------------|
| | Apr-14 | Apr-15 | Apr-16 | Apr-17 | Apr-18 | |
| Ethnicity | 85.9 | 84.4 | 82.8 | 81.2 | 79.9 | -6.1 |
| Sexual Orientation | 65.2 | 64.0 | 63.2 | 62.9 | 63.9 | -1.3 |
| Religion / Faith | 65.6 | 64.0 | 63.1 | 62.4 | 63.0 | -2.6 |
| Disability* | 44.8 | 49.9 | 53.6 | 56.6 | 59.0 | 14.2 |

To note: The disability field on the department's Human Resource Management System (HRMS) was reset on 18 April 2011 to accommodate the new disability reporting requirements resulting from the 2011 census exercise. Consequently all disability records were reset and personnel were requested to re-declare their disability status.

Symbols and Conventions

Symbols

- * not applicable (either numbers are not sufficiently robust or the declaration rate is less than 60%).
- || discontinuity in time series
- ~ fewer than five
- .. not available
- zero or rounded to zero

Italic figures are used for percentages and other rates, except where otherwise indicated. All percentages are calculated from headcount totals (part time equivalent to one person), from unrounded figures and are shown to 1 decimal place.

Rounding

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

Data sources, quality and methods

All figures presented in tables in this publication meet the standards of quality and integrity demanded by the Code of Practice for Official Statistics. Where figures do not meet the standard they are deleted and shown in the table by the symbol “*”.

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

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

The disability field on the department’s Human Resource Management System (HRMS) was reset on 18 April 2011 to accommodate the new disability reporting requirements resulting from the 2011 census exercise. Consequently all disability records were reset and personnel have been requested to re-declare their disability status. With disability declaration being optional, progress has been slow in personnel making new declarations. Following the HRMS reset declaration rates fell to 4.6 per cent and had only increased to 46.4 per cent by April 2014. To observe representation rates with declaration rates as low as this would not have any statistical validity. From the current rate of progress, we do not anticipate being able to report disability representation figures for the foreseeable future. In view of this, disability representation rates remain withheld for May 2011 onwards, until further notice. Data prior to this time are unaffected.

A breakdown by grade band and age is not presented for religion as the comparison shown is not between a minority and majority group. The 3-way comparison between Christian, non-Christian and Secular beliefs would fragment the data too much to be meaningful or statistically viable in a tabular format. All ages quoted in this publication are based on ‘age at last Birthday’. Ages are derived by the formula ‘situation date (for strengths) minus date of birth’.

Background notes

1. Structural changes to the Top Level Budget areas have occurred during the time-series covered by this publication. In some cases this means that figures are not directly comparable across the whole period. To aid understanding of these changes and how they have impacted upon the figures the detail of these changes is provided here:

Defence Equipment and Support (DE&S) has been reported as a Bespoke Trading Entity since 01 July 2015. Due to the size and makeup of DE&S, its removal from MOD main had an impact on a number of diversity measures (an increase or decrease which was inconsistent with previous time series data. To allow a direct comparison of data from April 2014 to April 2018, DE&S data has been removed for April 2014 and 2015.

2. This publication includes four diversity data tables that were previously in 'Statistical Series 2 – Personnel Bulletin 2.02 – Civilian Personnel'. This publication ceased after 2015 following Secretary of State approval and public consultation. These tables provide information on grade by different diversity variables. The following notes apply:

i. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade. Senior Civil Service totals include personnel outside the Senior Civil Service but of equivalent grade, primarily Senior Medical Specialist and Fee Paid consultants.

ii. Declaration rates are based on all known positive declarations, excluding those who select "choose not to declare" or have not responded.

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

Grade Structures

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

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 (Civilian Personnel)

Email: <mailto:DefStrat-Stat-CivEnquiries@mod.gov.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.gov.uk |
| Price Indices | 030 6793 2100 | DefStrat-Econ-ESES-PI-Hd@mod.gov.uk |
| Naval Service Manpower | 023 9254 7426 | DefStrat-Stat-Navy-Hd@mod.gov.uk |
| Army Manpower | 01264 886175 | DefStrat-Stat-Army-Hd@mod.gov.uk |
| RAF Manpower | 01494 496822 | DefStrat-Stat-Air@mod.gov.uk |
| Tri-Service Manpower | 020 7807 8896 | DefStrat-Stat-Tri-Hd@mod.gov.uk |
| Civilian Manpower | 020 7218 1359 | DefStrat-Stat-Civ-Hd@mod.gov.uk |
| Health Information | 030 6798 4423 | DefStrat-Stat-Health-Hd@mod.gov.uk |

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

Defence Statistics (Civilian Personnel)
Ministry of Defence, Main Building
Floor 3 Zone M
Whitehall
London
SW1A 2HB

For general MOD enquiries, please call: 020 7218 9000