



# Ministry of Defence

## Civilian Personnel Biannual Diversity Dashboard 1 October 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 October 2018 **42.9%**

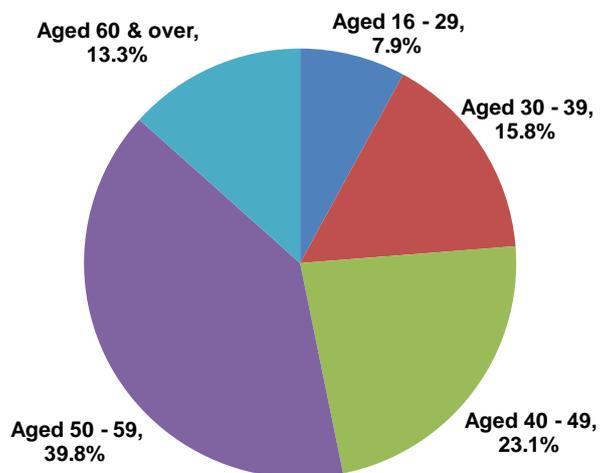
**Black, Asian and Minority Ethnic (BAME) representation rate** at 1 October 2018 **4.8%**

**Lesbian, Gay & Bisexual (LGB) representation rate** at 1 October 2018 **2.3%**

**Part-time personnel representation rate** at 1 October 2018 **11.6%**

<b>Religion representation rate</b> at 1 October 2018	<b>Christian</b>	<b>66.1 %</b>
	<b>Non-Christian</b>	<b>5.4 %</b>
	<b>Secular</b>	<b>28.5 %</b>

**Age distribution of civilian personnel**  
at 1 October 2018



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Background quality report: <https://www.gov.uk/government/statistics/mod-civilian-personnel-quarterly-report-background-quality-report>

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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 October 2018

**42.9%**

Female representation of MOD Main civilian personnel as at October 2018 was 42.9%. This is a rise of 2.9 percentage points compared with October 2014.

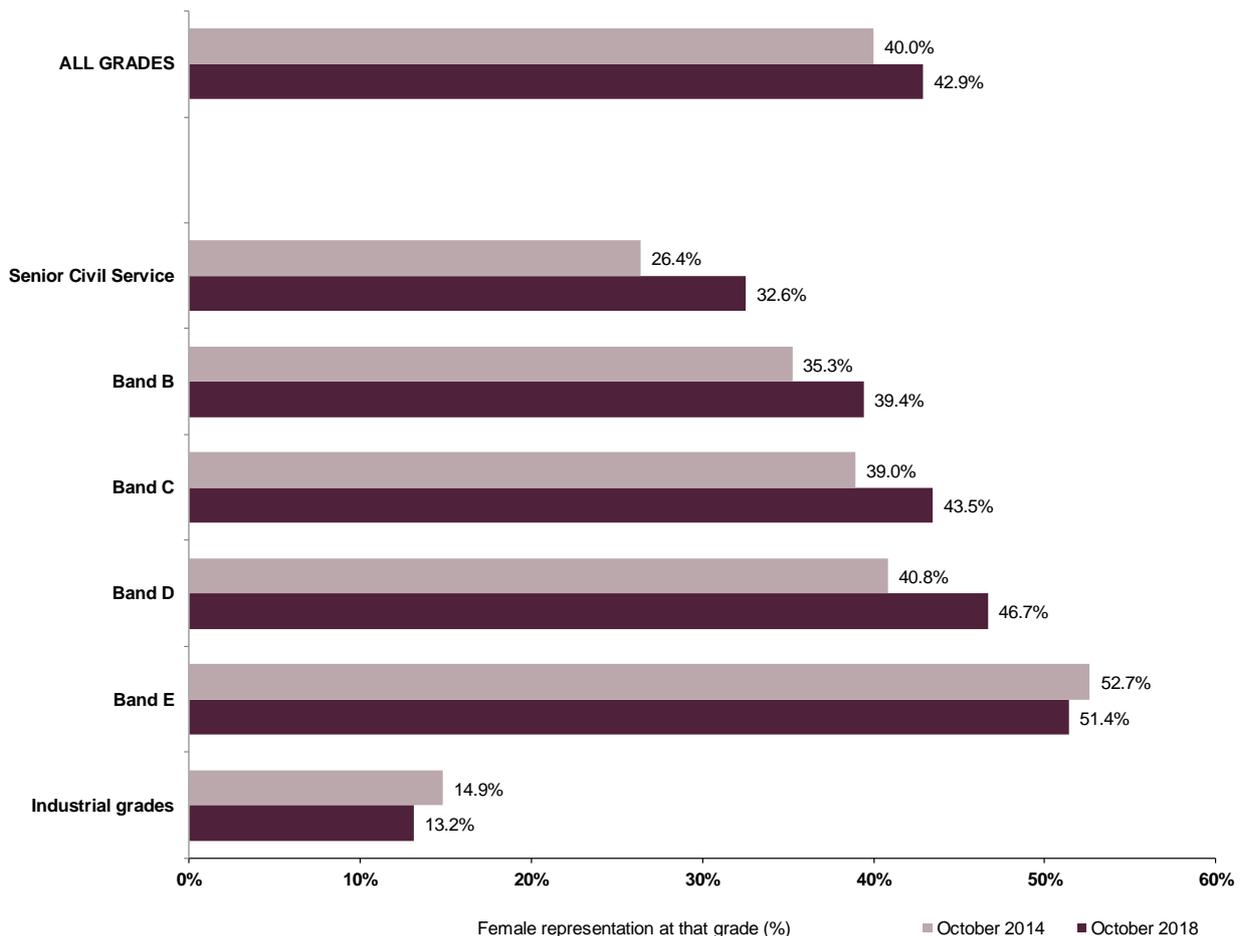
### Female representation of MOD Main civilian personnel, as at 1 October 2014 to 2018

	Oct-14	Oct-15	Oct-16	Oct-17	Oct-18
Headcount	14,940	14,970	15,090	15,300	15,290
Proportion of total (%)	40.0	40.3	41.1	42.0	42.9

### Grade breakdown

The proportion of females at each grade in October 2018 has increased (with the exception of Band E and Industrial grades which showed slight decreases) compared with October 2014. The largest proportion increases were for the Senior Civil Service, which increased by 6.2 percentage points, and for Band D, which increased by 5.9 percentage points.

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



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

	MOD Main civilian personnel by Gender					Headcount
	Oct-14	Oct-15	Oct-16	Oct-17	Oct-18	
Male	22,400	22,140	21,620	21,100	20,350	
Female	14,940	14,970	15,090	15,300	15,290	
<b>Total</b>	<b>37,340</b>	<b>37,120</b>	<b>36,710</b>	<b>36,410</b>	<b>35,640</b>	

*of which:*

	Female representation by Grade (Number and Proportion)				
MOD Main Total	14,940	14,970	15,090	15,300	15,290
	40.0	40.3	41.1	42.0	42.9
<b>Non-Industrial</b>	<b>14,040</b>	<b>14,120</b>	<b>14,310</b>	<b>14,580</b>	<b>14,730</b>
	44.8	44.9	45.5	46.2	46.9
SCS	50	50	60	60	70
	26.4	27.1	30.0	29.8	32.6
Band B	570	610	680	740	800
	35.3	35.3	36.3	38.2	39.4
Band C	3,820	3,910	4,030	4,260	4,460
	39.0	39.3	40.5	42.1	43.5
Band D	2,640	2,700	2,780	2,920	2,960
	40.8	41.9	43.5	45.6	46.7
Band E	6,940	6,820	6,670	6,550	6,390
	52.7	52.3	51.6	51.3	51.4
<b>Industrial</b>	<b>890</b>	<b>860</b>	<b>780</b>	<b>730</b>	<b>560</b>
	14.9	15.0	15.0	14.9	13.2

Source: Defence Statistics (Civilian)

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

	Female representation by Age group (Number and Proportion)					Headcount
	Oct-14	Oct-15	Oct-16	Oct-17	Oct-18	
<b>MOD Main Total</b>	<b>14,940</b>	<b>14,970</b>	<b>15,090</b>	<b>15,300</b>	<b>15,290</b>	
	40.0	40.3	41.1	42.0	42.9	
16 - 29	1,160	1,180	1,220	1,290	1,330	
	50.6	49.5	48.8	49.0	47.1	
30 - 39	2,770	2,750	2,860	2,940	2,930	
	51.2	50.8	51.2	51.4	51.9	
40 - 49	5,110	4,780	4,490	4,220	4,000	
	44.9	45.4	46.0	47.1	48.7	
50 - 59	4,860	5,140	5,340	5,530	5,610	
	35.2	35.9	37.1	38.3	39.5	
60 & over	1,040	1,120	1,180	1,310	1,420	
	23.5	25.1	26.4	28.3	29.9	

Source: Defence Statistics (Civilian)

## Ethnicity

BAME representation as at 1 October 2018

**4.8%**

BAME representation of MOD Main civilian personnel as at October 2018 was 4.8%. This is a rise of 0.7 percentage points compared with October 2014.

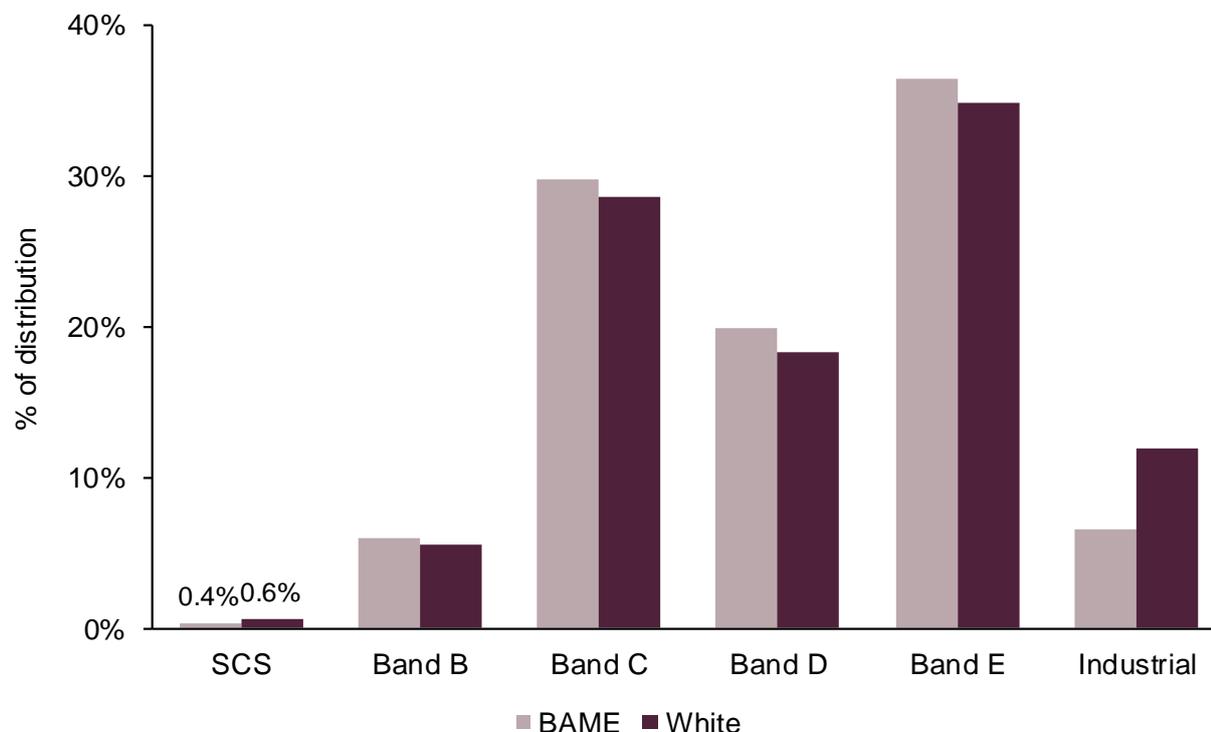
### BAME representation of MOD Main civilian personnel, as at 1 October 2014 to 2018

	Oct-14	Oct-15	Oct-16	Oct-17	Oct-18
Headcount	1,280	1,280	1,290	1,340	1,340
Proportion of total (%)	4.0	4.1	4.3	4.6	4.8

### Grade distribution

As at October 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 11.9% compared to 6.5% for BAME personnel.

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



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

	MOD Main civilian personnel by Ethnicity					Headcount
	Oct-14	Oct-15	Oct-16	Oct-17	Oct-18	
BAME	1,280	1,280	1,290	1,340	1,340	
White	30,460	29,790	28,850	27,990	26,790	
Choose Not To Declare	1,190	1,160	1,160	1,120	1,090	
Undeclared	4,400	4,880	5,420	5,950	6,410	
<b>Total</b>	<b>37,340</b>	<b>37,120</b>	<b>36,710</b>	<b>36,410</b>	<b>35,640</b>	

of which:

	BAME representation of MOD Main personnel (Number and Proportion)				
MOD Main Total	1,280	1,280	1,290	1,340	1,340
	4.0	4.1	4.3	4.6	4.8
<b>Non-Industrial</b>	<b>1,160</b>	<b>1,170</b>	<b>1,180</b>	<b>1,240</b>	<b>1,260</b>
	4.3	4.4	4.6	4.9	5.0
SCS	~ *	~ *	~ *	~ *	~ *
Band B	60 4.4	60 4.3	60 4.4	70 4.8	80 5.2
Band C	350 4.4	360 4.4	370 4.6	390 4.8	400 5.0
Band D	220 3.9	230 4.2	230 4.3	260 4.9	270 5.2
Band E	520 4.5	510 4.6	510 4.7	510 4.9	490 5.0
<b>Industrial</b>	<b>120</b>	<b>110</b>	<b>100</b>	<b>100</b>	<b>90</b>
	*	*	*	*	*

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
	Oct-14	Oct-15	Oct-16	Oct-17	Oct-18	
<b>MOD Main Total</b>	<b>1,280</b>	<b>1,280</b>	<b>1,290</b>	<b>1,340</b>	<b>1,340</b>	
	4.0	4.1	4.3	4.6	4.8	
16 - 29	80 5.1	80 5.1	80 *	100 *	100 *	
30 - 39	260 5.7	250 5.7	260 6.1	280 6.6	280 6.8	
40 - 49	420 4.3	400 4.5	380 4.7	350 4.8	320 5.0	
50 - 59	410 3.4	420 3.4	440 3.6	470 3.8	490 4.1	
60 & over	110 2.8	120 3.2	120 3.1	140 3.6	150 3.7	

Source: Defence Statistics (Civilian)

## Sexual orientation

LGB representation  
as at 1 October 2018

**2.3%**

LGB representation of MOD Main civilian personnel as at 1 October 2018 was 2.3%. This is a rise of 0.6 percentage points compared with October 2014.

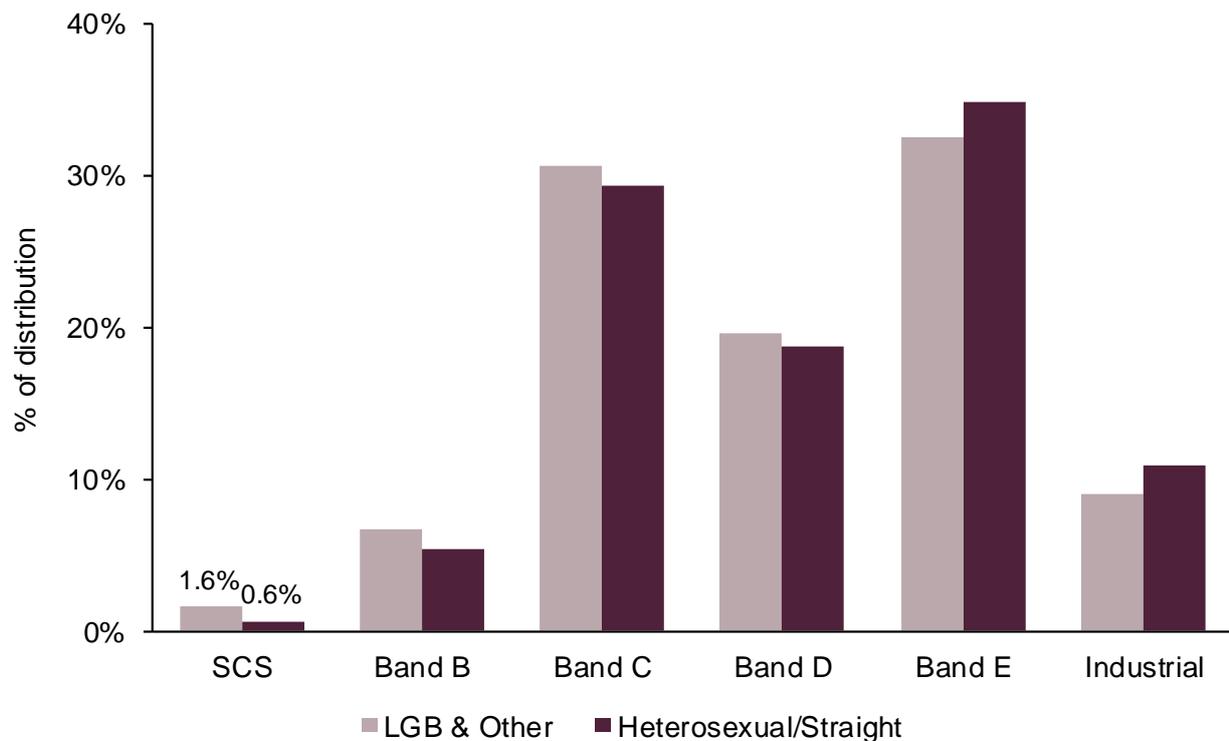
### LGB representation of MOD Main civilian personnel, as at 1 October 2014 to 2018

	Oct-14	Oct-15	Oct-16	Oct-17	Oct-18
Headcount	410	420	460	490	510
Proportion of total (%)	1.7	1.8	2.0	2.1	2.3

### Grade distribution

As at October 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 October 2018



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

	Headcount				
	<b>MOD Main civilian personnel by Sexual Orientation</b>				
	<b>Oct-14</b>	<b>Oct-15</b>	<b>Oct-16</b>	<b>Oct-17</b>	<b>Oct-18</b>
LGB & Other	410	420	460	490	510
Heterosexual/Straight	23,820	23,200	22,720	22,390	22,150
Choose not to declare	5,750	5,370	4,970	4,590	4,230
Unknown	7,360	8,120	8,560	8,940	8,750
<b>Total</b>	<b>37,340</b>	<b>37,120</b>	<b>36,710</b>	<b>36,410</b>	<b>35,640</b>

*of which:*

	<b>LGB representation by Grade (Number and Proportion)</b>				
<b>MOD Main Total</b>	<b>410</b>	<b>420</b>	<b>460</b>	<b>490</b>	<b>510</b>
	<i>1.7</i>	<i>1.8</i>	<i>2.0</i>	<i>2.1</i>	<i>2.3</i>
<b>Non-Industrial</b>	<b>360</b>	<b>370</b>	<b>410</b>	<b>440</b>	<b>470</b>
	<i>1.7</i>	<i>1.8</i>	<i>2.0</i>	<i>2.2</i>	<i>2.3</i>
SCS	~	~	10	10	10
	*	*	4.6	4.7	5.3
Band B	20	30	30	30	30
	<i>2.0</i>	*	*	*	<i>2.7</i>
Band C	100	110	130	140	160
	<i>1.6</i>	<i>1.7</i>	<i>2.0</i>	<i>2.2</i>	<i>2.4</i>
Band D	80	80	80	90	100
	<i>1.9</i>	<i>1.8</i>	<i>1.9</i>	<i>2.1</i>	<i>2.4</i>
Band E	150	150	160	170	170
	<i>1.7</i>	<i>1.8</i>	<i>2.0</i>	<i>2.1</i>	<i>2.1</i>
<b>Industrial</b>	<b>50</b>	<b>50</b>	<b>50</b>	<b>50</b>	<b>50</b>
	*	*	*	*	*

Source: Defence Statistics (Civilian)

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

	Headcount				
	<b>LGB representation by Age group (Number and Proportion)</b>				
	<b>Oct-14</b>	<b>Oct-15</b>	<b>Oct-16</b>	<b>Oct-17</b>	<b>Oct-18</b>
<b>MOD Main Total</b>	<b>410</b>	<b>420</b>	<b>460</b>	<b>490</b>	<b>510</b>
	<i>1.7</i>	<i>1.8</i>	<i>2.0</i>	<i>2.1</i>	<i>2.3</i>
16 - 29	50	50	60	80	90
	<i>3.3</i>	*	*	*	*
30 - 39	90	90	110	120	140
	<i>2.4</i>	<i>2.7</i>	<i>3.1</i>	<i>3.4</i>	<i>3.8</i>
40 - 49	140	130	120	120	120
	<i>1.8</i>	<i>2.0</i>	<i>2.0</i>	<i>2.1</i>	<i>2.3</i>
50 - 59	110	120	130	140	140
	<i>1.3</i>	<i>1.3</i>	<i>1.4</i>	<i>1.5</i>	<i>1.5</i>
60 and over	20	30	30	30	30
	<i>0.8</i>	<i>1.0</i>	<i>0.9</i>	<i>1.1</i>	<i>1.0</i>

Source: Defence Statistics (Civilian)

## Religion / Belief

Religion / Belief representation as at 1 October 2018

<b>Christian</b>	<b>66.1%</b>
<b>Non-Christian</b>	<b>5.4%</b>
<b>Secular</b>	<b>28.5%</b>

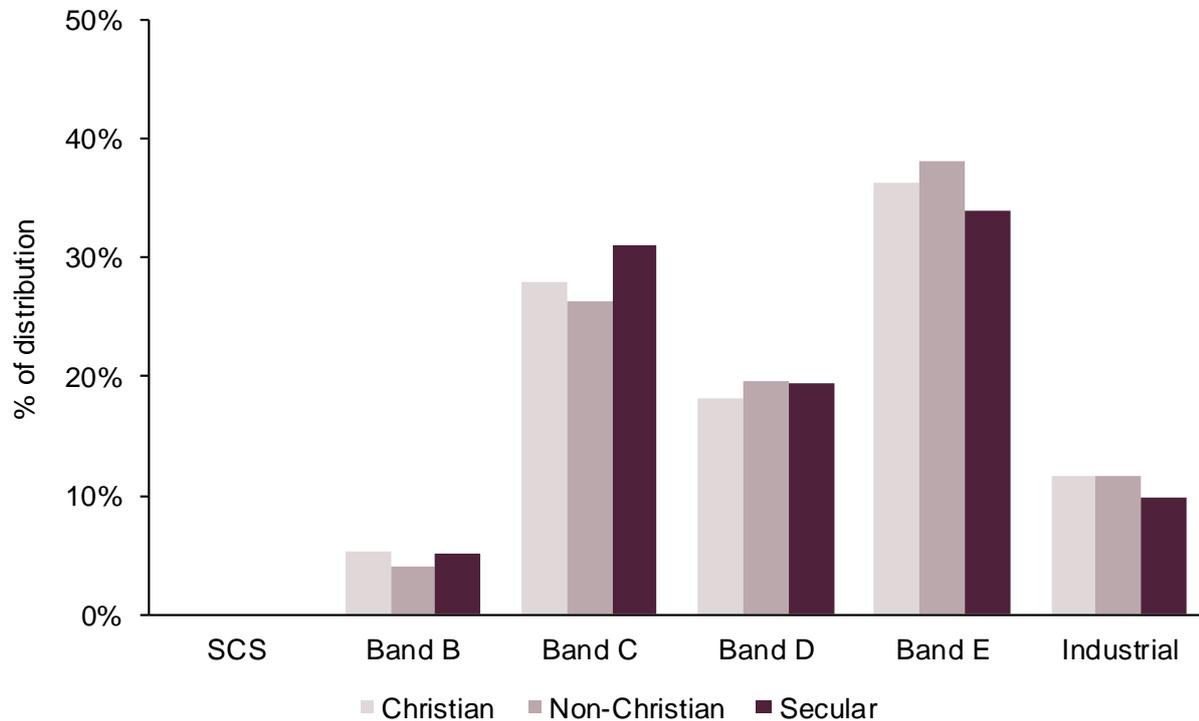
The proportion of MOD Main civilian personnel who self-declared as Christian as at 1 October 2018 was 66.1%. This is a fall of 4.9 percentage points compared with October 2014.

The proportion who self-declared as Non-Christian was 5.4%, a rise of 0.1 percentage points compared with October 2014. The proportion who self-declared as Secular was 28.5%, a rise of 4.7 percentage points.

### Grade distribution

As at October 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 October 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				
	<b>MOD Main civilian personnel by Religion/Belief</b>				
	<b>Oct-14</b>	<b>Oct-15</b>	<b>Oct-16</b>	<b>Oct-17</b>	<b>Oct-18</b>
Christian	17,260	16,540	15,880	15,320	14,740
Non Christian	1,280	1,220	1,180	1,200	1,200
Secular	5,780	5,860	5,970	6,130	6,370
Choose Not To Declare	5,650	5,330	5,050	4,750	4,510
Unknown	7,370	8,170	8,630	9,010	8,820
<b>Total</b>	<b>37,340</b>	<b>37,120</b>	<b>36,710</b>	<b>36,410</b>	<b>35,640</b>

*of which:*

	<b>Religion/Belief representation (Number and Proportion)</b>				
	<b>24,320</b>	<b>23,620</b>	<b>23,030</b>	<b>22,650</b>	<b>22,310</b>
<b>MOD Main Total</b>					
Christian	17,260 71.0	16,540 70.0	15,880 68.9	15,320 67.6	14,740 66.1
Non-Christian	1,280 5.3	1,220 5.2	1,180 5.1	1,200 5.3	1,200 5.4
Secular	5,780 23.8	5,860 24.8	5,970 25.9	6,130 27.0	6,370 28.5

	<b>20,890</b>	<b>20,440</b>	<b>20,120</b>	<b>19,930</b>	<b>19,880</b>
<b>Non Industrial</b>					
Christian	14,790 70.8	14,270 69.8	13,800 68.6	13,400 67.2	13,060 65.7
Non-Christian	1,090 5.2	1,040 5.1	1,020 5.1	1,050 5.3	1,070 5.4
Secular	5,010 24.0	5,130 25.1	5,300 26.3	5,480 27.5	5,750 28.9

	<b>3,420</b>	<b>3,170</b>	<b>2,910</b>	<b>2,720</b>	<b>2,430</b>
<b>Industrial</b>					
Christian	2,460 *	2,270 *	2,080 *	1,920 *	1,680 *
Non-Christian	190 *	180 *	160 *	150 *	130 *
Secular	770 *	720 *	670 *	640 *	620 *

Source: Defence Statistics (Civilian)

**Table 5.1 - Disability declaration of MOD Main civilian personnel**

	Headcount				
	MOD Main civilian personnel by Disability status				
	Oct-14	Oct-15	Oct-16	Oct-17	Oct-18
Disability	1,850	2,080	2,240	2,420	2,600
No Disability	15,440	16,890	17,830	18,370	18,470
Choose not to declare	1,610	1,710	1,790	1,810	1,780
Unknown	18,440	16,440	14,850	13,810	12,780
<b>Core MOD Total</b>	<b>37,340</b>	<b>37,120</b>	<b>36,710</b>	<b>36,410</b>	<b>35,640</b>

**of which:**

Disability	1,660	1,880	2,040	2,200	2,410
No Disability	13,760	15,040	15,960	16,500	16,750
Choose not to declare	1,430	1,520	1,600	1,610	1,600
Unknown	14,470	12,990	11,880	11,230	10,630
<b>Non-Industrial</b>	<b>31,320</b>	<b>31,430</b>	<b>31,480</b>	<b>31,540</b>	<b>31,380</b>

Disability	190	200	200	210	190
No Disability	1,690	1,850	1,870	1,870	1,720
Choose not to declare	180	190	190	200	180
Unknown	3,960	3,450	2,970	2,580	2,160
<b>Industrial</b>	<b>6,020</b>	<b>5,690</b>	<b>5,240</b>	<b>4,860</b>	<b>4,260</b>

Source: Defence Statistics (Civilian)

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

	Percentage				
	Oct-14	Oct-15	Oct-16	Oct-17	Oct-18
<b>MOD Main Total</b>	<b>46.3</b>	<b>51.1</b>	<b>54.7</b>	<b>57.1</b>	<b>59.1</b>
<b>Non-Industrial</b>	<b>49.2</b>	<b>53.8</b>	<b>57.2</b>	<b>59.3</b>	<b>61.0</b>
SCS	50.6	52.1	58.0	53.7	61.4
Band B	48.5	52.4	55.3	57.9	60.5
Band C	50.7	55.7	59.6	62.1	63.7
Band D	51.5	56.5	59.8	61.6	63.6
Band E	47.2	51.4	54.4	56.3	57.8
<b>Industrial</b>	<b>31.2</b>	<b>36.1</b>	<b>39.5</b>	<b>42.8</b>	<b>45.0</b>

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				
	Oct-14	Oct-15	Oct-16	Oct-17	Oct-18
<b>MOD Main TLB Personnel</b>	<b>37,340</b>	<b>37,120</b>	<b>36,710</b>	<b>36,410</b>	<b>35,640</b>
<b>Non-Industrial</b>	<b>31,320</b>	<b>31,430</b>	<b>31,480</b>	<b>31,540</b>	<b>31,380</b>
<i>of which:</i>					
<b>Disability</b>	<b>1,660</b>	<b>1,880</b>	<b>2,040</b>	<b>2,200</b>	<b>2,410</b>
SCS	10	10	10	10	10
Band B	60	80	80	90	120
Band C	490	580	670	750	810
Band D	380	430	460	480	540
Band E	720	780	820	870	920
<b>No disability</b>	<b>13,760</b>	<b>15,040</b>	<b>15,960</b>	<b>16,500</b>	<b>16,750</b>
SCS	80	90	110	100	120
Band B	720	830	940	1,030	1,110
Band C	4,480	4,960	5,270	5,540	5,720
Band D	2,940	3,210	3,360	3,470	3,490
Band E	5,510	5,920	6,220	6,320	6,260
<b>Choose not to declare</b>	<b>1,430</b>	<b>1,520</b>	<b>1,600</b>	<b>1,610</b>	<b>1,600</b>
SCS	10	10	10	10	~
Band B	70	80	80	80	100
Band C	500	520	560	580	560
Band D	340	340	340	330	350
Band E	520	580	600	600	580
<b>Unknown</b>	<b>14,470</b>	<b>12,990</b>	<b>11,880</b>	<b>11,230</b>	<b>10,630</b>
SCS	80	80	80	90	80
Band B	760	740	750	730	710
Band C	4,340	3,900	3,460	3,270	3,160
Band D	2,800	2,460	2,220	2,130	1,960
Band E	6,440	5,770	5,280	4,980	4,660
<b>Industrial</b>	<b>6,020</b>	<b>5,690</b>	<b>5,240</b>	<b>4,860</b>	<b>4,260</b>
Disability	190	200	200	210	190
No disability	1,690	1,850	1,870	1,870	1,720
Choose not to declare	180	190	190	200	180
Unknown	3,960	3,450	2,970	2,580	2,160

Source: Defence Statistics (Civilian)

## Work status

Part-time representation as at 1 October 2018

**11.6%**

The proportion of MOD Main civilian personnel who worked part-time as at 1 October 2018 was 11.6%. This is a rise of 0.9 percentage points compared with October 2014.

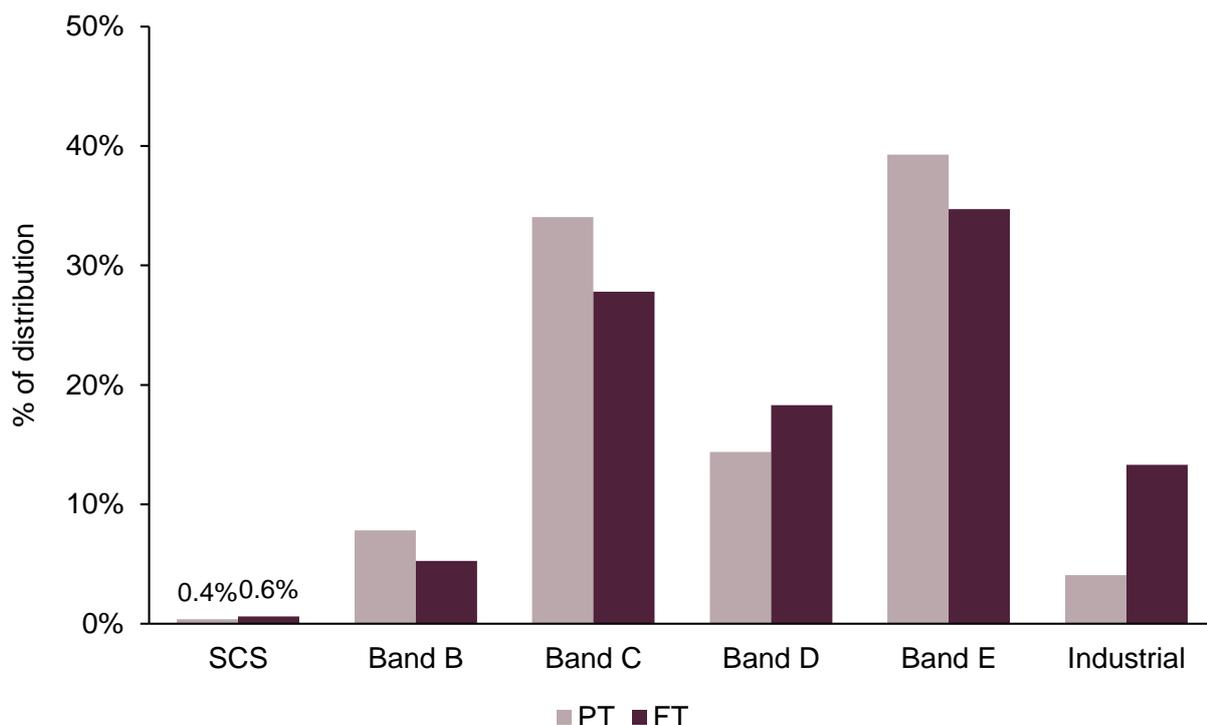
### Part-time representation of MOD Main civilian personnel, as at 1 October 2014 to 2018

	Oct-14	Oct-15	Oct-16	Oct-17	Oct-18
Headcount	4,000	3,930	3,930	4,140	4,140
Proportion of total (%)	10.7	10.6	10.7	11.4	11.6

### Grade distribution

As at October 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 13.0% compared with 4.3% of Part-time personnel.

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



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

	Headcount				
	<b>MOD Main civilian personnel by work status (Number and Proportion)</b>				
	<b>Oct-14</b>	<b>Oct-15</b>	<b>Oct-16</b>	<b>Oct-17</b>	<b>Oct-18</b>
Full Time	33,340	33,190	32,780	32,270	31,490
Part Time	4,000	3,930	3,930	4,140	4,140
<b>Total</b>	<b>37,340</b>	<b>37,120</b>	<b>36,710</b>	<b>36,410</b>	<b>35,640</b>

*of which:*

	<b>Part-Time representation of MOD Main personnel (Number and Proportion)</b>				
	<b>Oct-14</b>	<b>Oct-15</b>	<b>Oct-16</b>	<b>Oct-17</b>	<b>Oct-18</b>
<b>MOD Main Total</b>	<b>4,000</b>	<b>3,930</b>	<b>3,930</b>	<b>4,140</b>	<b>4,140</b>
	<i>10.7</i>	<i>10.6</i>	<i>10.7</i>	<i>11.4</i>	<i>11.6</i>
<b>Non-Industrial</b>	<b>3,740</b>	<b>3,660</b>	<b>3,700</b>	<b>3,900</b>	<b>3,970</b>
	<i>11.9</i>	<i>11.6</i>	<i>11.7</i>	<i>12.4</i>	<i>12.6</i>
SCS	10	10	10	10	10
	<i>7.9</i>	<i>6.9</i>	<i>5.3</i>	<i>6.8</i>	<i>6.5</i>
Band B	250	260	290	300	320
	<i>15.2</i>	<i>15.1</i>	<i>15.4</i>	<i>15.5</i>	<i>15.4</i>
Band C	1,380	1,290	1,280	1,370	1,370
	<i>14.1</i>	<i>13.0</i>	<i>12.8</i>	<i>13.5</i>	<i>13.3</i>
Band D	510	520	530	580	610
	<i>7.8</i>	<i>8.0</i>	<i>8.3</i>	<i>9.1</i>	<i>9.6</i>
Band E	1,570	1,560	1,570	1,620	1,650
	<i>11.9</i>	<i>12.0</i>	<i>12.2</i>	<i>12.7</i>	<i>13.3</i>
<b>Industrial</b>	<b>260</b>	<b>270</b>	<b>230</b>	<b>230</b>	<b>180</b>
	<i>4.3</i>	<i>4.7</i>	<i>4.4</i>	<i>4.8</i>	<i>4.2</i>

Source: Defence Statistics (Civilian)

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

	Headcount				
	<b>Part-Time representation by Age group (Number and Proportion)</b>				
	<b>Oct-14</b>	<b>Oct-15</b>	<b>Oct-16</b>	<b>Oct-17</b>	<b>Oct-18</b>
<b>MOD Main Total</b>	<b>4,000</b>	<b>3,930</b>	<b>3,930</b>	<b>4,140</b>	<b>4,140</b>
	<i>10.7</i>	<i>10.6</i>	<i>10.7</i>	<i>11.4</i>	<i>11.6</i>
16 - 29	220	180	150	170	120
	<i>9.4</i>	<i>7.6</i>	<i>6.0</i>	<i>6.3</i>	<i>4.4</i>
30 - 39	870	820	860	890	870
	<i>16.1</i>	<i>15.2</i>	<i>15.5</i>	<i>15.5</i>	<i>15.5</i>
40 - 49	1,310	1,210	1,110	1,130	1,090
	<i>11.5</i>	<i>11.5</i>	<i>11.4</i>	<i>12.6</i>	<i>13.2</i>
50 - 59	980	1,030	1,070	1,100	1,160
	<i>7.1</i>	<i>7.2</i>	<i>7.4</i>	<i>7.7</i>	<i>8.2</i>
60 and over	620	680	740	850	900
	<i>14.0</i>	<i>15.3</i>	<i>16.5</i>	<i>18.3</i>	<i>18.9</i>

Source: Defence Statistics (Civilian)

## Age

Average age  
as at 1 October 2018

**48.1 years**

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

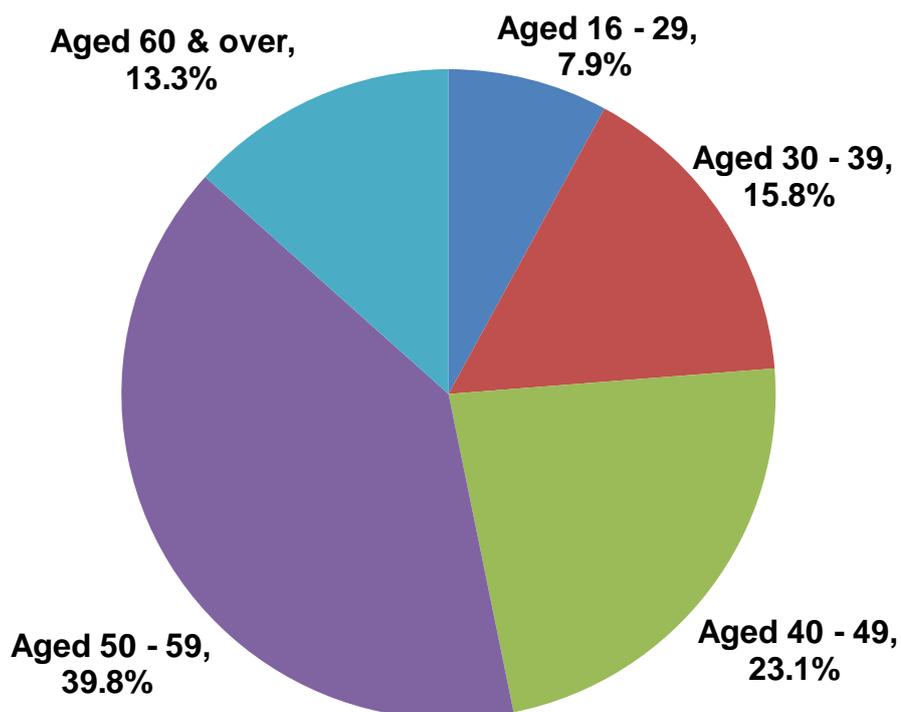
### Average age of MOD Main personnel, as at 1 October 2014 to 2018

	Oct-14	Oct-15	Oct-16	Oct-17	Oct-18
Headcount	37,340	37,120	36,710	36,410	35,640
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 October 2018. In comparison with October 2014 this age group has increased by 2.8 percentage points. Whilst personnel aged 40 – 49 years of age have fallen by 7.4 percentage points (30.5% to 23.1%).

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

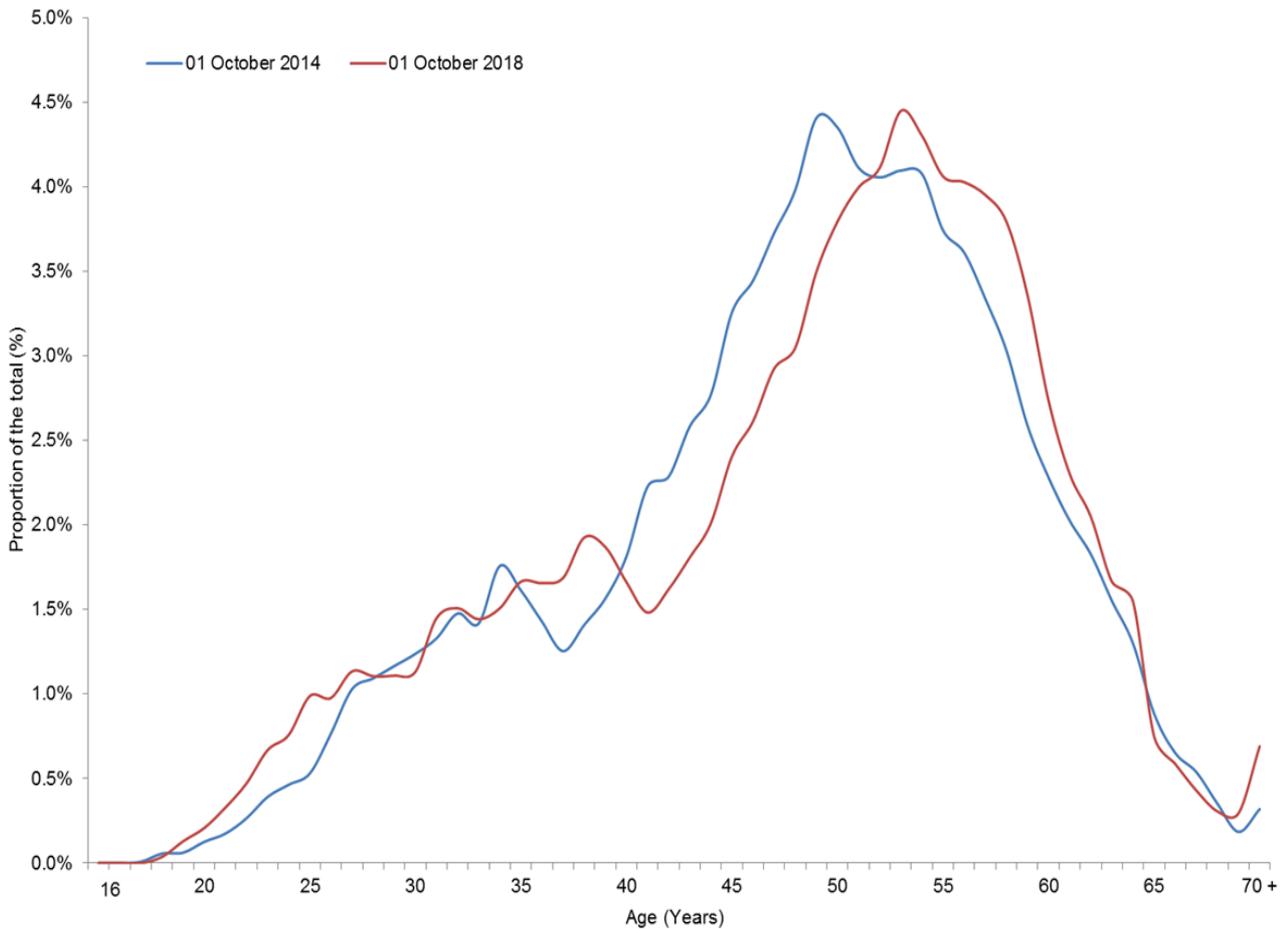


**Table 7.1 - Age Group of MOD Main civilian personnel**

	Headcount				
	Age group representation (Number and Proportion)				
	Oct-14	Oct-15	Oct-16	Oct-17	Oct-18
<b>MOD Main Total</b>	<b>37,340</b>	<b>37,120</b>	<b>36,710</b>	<b>36,410</b>	<b>35,640</b>
16 - 29	2,290 6.1	2,380 6.4	2,500 6.8	2,640 7.3	2,820 7.9
30 - 39	5,410 14.5	5,410 14.6	5,580 15.2	5,730 15.7	5,640 15.8
40 - 49	11,380 30.5	10,540 28.4	9,760 26.6	8,960 24.6	8,220 23.1
50 - 59	13,810 37.0	14,340 38.6	14,380 39.2	14,440 39.7	14,200 39.8
60 and over	4,450 11.9	4,450 12.0	4,490 12.2	4,640 12.7	4,760 13.3

Source: Defence Statistics (Civilian)

**Age Profile of MOD Main civilian personnel, as at 1 October 2014 and 1 October 2018**



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

	Headcount				
	Oct-14	Oct-15	Oct-16	Oct-17	Oct-18
Male	22,400	22,140	21,620	21,100	20,350
Female	14,940	14,970	15,090	15,300	15,290
<b>Total</b>	<b>37,340</b>	<b>37,120</b>	<b>36,710</b>	<b>36,410</b>	<b>35,640</b>

*of which:*

### Non Industrial

Male	17,280	17,310	17,170	16,970	16,650
Female	14,040	14,120	14,310	14,580	14,730
<b>Total</b>	<b>31,320</b>	<b>31,430</b>	<b>31,480</b>	<b>31,540</b>	<b>31,380</b>

### Senior Civil Service

Male	130	140	140	140	140
Female	50	50	60	60	70
<b>Total</b>	<b>180</b>	<b>190</b>	<b>210</b>	<b>200</b>	<b>220</b>

### Band B

Male	1,050	1,120	1,180	1,200	1,240
Female	570	610	680	740	800
<b>Total</b>	<b>1,620</b>	<b>1,720</b>	<b>1,860</b>	<b>1,940</b>	<b>2,040</b>

### Band C

Male	5,990	6,040	5,930	5,870	5,800
Female	3,820	3,910	4,030	4,260	4,460
<b>Total</b>	<b>9,810</b>	<b>9,960</b>	<b>9,960</b>	<b>10,130</b>	<b>10,250</b>

### Band D

Male	3,820	3,750	3,600	3,490	3,390
Female	2,640	2,700	2,780	2,920	2,960
<b>Total</b>	<b>6,460</b>	<b>6,450</b>	<b>6,380</b>	<b>6,410</b>	<b>6,350</b>

### Band E

Male	6,240	6,230	6,250	6,220	6,040
Female	6,940	6,820	6,670	6,550	6,390
<b>Total</b>	<b>13,180</b>	<b>13,050</b>	<b>12,920</b>	<b>12,770</b>	<b>12,430</b>

### Industrial

Male	5,120	4,830	4,450	4,140	3,700
Female	890	860	780	730	560
<b>Total</b>	<b>6,020</b>	<b>5,690</b>	<b>5,240</b>	<b>4,860</b>	<b>4,260</b>

Source: Defence Statistics (Civilian)

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

	Headcount				
	Oct-14	Oct-15	Oct-16	Oct-17	Oct-18
Male	22,400	22,140	21,620	21,100	20,350
Female	14,940	14,970	15,090	15,300	15,290
<b>Total</b>	<b>37,340</b>	<b>37,120</b>	<b>36,710</b>	<b>36,410</b>	<b>35,640</b>

*of which:*

### 16 - 29 Years of Age

Male	1,130	1,200	1,280	1,350	1,490
Female	1,160	1,180	1,220	1,290	1,330
<b>Total</b>	<b>2,290</b>	<b>2,380</b>	<b>2,500</b>	<b>2,640</b>	<b>2,820</b>

### 30 - 39 Years of Age

Male	2,640	2,660	2,720	2,790	2,710
Female	2,770	2,750	2,860	2,940	2,930
<b>Total</b>	<b>5,410</b>	<b>5,410</b>	<b>5,580</b>	<b>5,730</b>	<b>5,640</b>

### 40 - 49 Years of Age

Male	6,280	5,750	5,270	4,740	4,220
Female	5,110	4,780	4,490	4,220	4,000
<b>Total</b>	<b>11,380</b>	<b>10,540</b>	<b>9,760</b>	<b>8,960</b>	<b>8,220</b>

### 50 - 59 Years of Age

Male	8,950	9,200	9,040	8,900	8,590
Female	4,860	5,140	5,340	5,530	5,610
<b>Total</b>	<b>13,810</b>	<b>14,340</b>	<b>14,380</b>	<b>14,440</b>	<b>14,200</b>

### 60 and over Years of Age

Male	3,400	3,330	3,310	3,320	3,330
Female	1,040	1,120	1,180	1,310	1,420
<b>Total</b>	<b>4,450</b>	<b>4,450</b>	<b>4,490</b>	<b>4,640</b>	<b>4,760</b>

Source: Defence Statistics (Civilian)

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

	Headcount				
	Oct-14	Oct-15	Oct-16	Oct-17	Oct-18
BAME	1,280	1,280	1,290	1,340	1,340
White	30,460	29,790	28,850	27,990	26,790
Undeclared	5,590	6,050	6,580	7,080	7,500
<b>Total</b>	<b>37,340</b>	<b>37,120</b>	<b>36,710</b>	<b>36,410</b>	<b>35,640</b>

*of which:*

### Non Industrial

BAME	1,160	1,170	1,180	1,240	1,260
White	25,740	25,330	24,770	24,250	23,600
Undeclared	4,420	4,930	5,520	6,060	6,520
<b>Total</b>	<b>31,320</b>	<b>31,430</b>	<b>31,480</b>	<b>31,540</b>	<b>31,380</b>

### Senior Civil Service

BAME	~	~	10	~	~
White	150	140	150	150	170
Undeclared	30	40	50	50	40
<b>Total</b>	<b>180</b>	<b>190</b>	<b>210</b>	<b>200</b>	<b>220</b>

### Band B

BAME	60	60	60	70	80
White	1,250	1,300	1,380	1,430	1,480
Undeclared	310	370	410	450	480
<b>Total</b>	<b>1,620</b>	<b>1,720</b>	<b>1,860</b>	<b>1,940</b>	<b>2,040</b>

### Band C

BAME	350	360	370	390	400
White	7,780	7,850	7,760	7,730	7,670
Undeclared	1,670	1,750	1,820	2,010	2,180
<b>Total</b>	<b>9,810</b>	<b>9,960</b>	<b>9,960</b>	<b>10,130</b>	<b>10,250</b>

### Band D

BAME	220	230	230	260	270
White	5,420	5,280	5,120	5,040	4,890
Undeclared	830	930	1,030	1,120	1,190
<b>Total</b>	<b>6,460</b>	<b>6,450</b>	<b>6,380</b>	<b>6,410</b>	<b>6,350</b>

### Band E

BAME	520	510	510	510	490
White	11,110	10,730	10,260	9,870	9,350
Undeclared	1,550	1,810	2,160	2,400	2,590
<b>Total</b>	<b>13,180</b>	<b>13,050</b>	<b>12,920</b>	<b>12,770</b>	<b>12,430</b>

### Industrial

BAME	120	110	100	100	90
White	4,730	4,460	4,070	3,740	3,190
Undeclared	1,170	1,110	1,060	1,020	980
<b>Total</b>	<b>6,020</b>	<b>5,690</b>	<b>5,240</b>	<b>4,860</b>	<b>4,260</b>

Source: Defence Statistics (Civilian)

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

	Headcount				
	Oct-14	Oct-15	Oct-16	Oct-17	Oct-18
BAME	1,280	1,280	1,290	1,340	1,340
White	30,460	29,790	28,850	27,990	26,790
Undeclared	5,590	6,050	6,580	7,080	7,500
<b>Total</b>	<b>37,340</b>	<b>37,120</b>	<b>36,710</b>	<b>36,410</b>	<b>35,640</b>

*of which:*

### 16 - 29 Years of Age

BAME	80	80	80	100	100
White	1,530	1,490	1,410	1,370	1,430
Undeclared	680	810	1,010	1,180	1,290
<b>Total</b>	<b>2,290</b>	<b>2,380</b>	<b>2,500</b>	<b>2,640</b>	<b>2,820</b>

### 30 - 39 Years of Age

BAME	260	250	260	280	280
White	4,230	4,110	4,080	4,040	3,850
Undeclared	920	1,050	1,240	1,410	1,520
<b>Total</b>	<b>5,410</b>	<b>5,410</b>	<b>5,580</b>	<b>5,730</b>	<b>5,640</b>

### 40 - 49 Years of Age

BAME	420	400	380	350	320
White	9,360	8,500	7,730	6,920	6,160
Undeclared	1,600	1,630	1,650	1,700	1,740
<b>Total</b>	<b>11,380</b>	<b>10,540</b>	<b>9,760</b>	<b>8,960</b>	<b>8,220</b>

### 50 - 59 Years of Age

BAME	410	420	440	470	490
White	11,570	11,920	11,820	11,780	11,420
Undeclared	1,840	1,990	2,120	2,190	2,290
<b>Total</b>	<b>13,810</b>	<b>14,340</b>	<b>14,380</b>	<b>14,440</b>	<b>14,200</b>

### 60 and over Years of Age

BAME	110	120	120	140	150
White	3,780	3,770	3,800	3,890	3,940
Undeclared	550	560	560	600	670
<b>Total</b>	<b>4,450</b>	<b>4,450</b>	<b>4,490</b>	<b>4,640</b>	<b>4,760</b>

Source: Defence Statistics (Civilian)

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

	Headcount				
	Oct-14	Oct-15	Oct-16	Oct-17	Oct-18
LGB	410	420	460	490	510
Heterosexual	23,820	23,200	22,720	22,390	22,150
Undeclared	13,110	13,500	13,530	13,530	12,980
<b>Total</b>	<b>37,340</b>	<b>37,120</b>	<b>36,710</b>	<b>36,410</b>	<b>35,640</b>

*of which:*

### Non Industrial

LGB	360	370	410	440	470
Heterosexual	20,440	20,060	19,850	19,700	19,720
Undeclared	10,520	11,000	11,220	11,400	11,190
<b>Total</b>	<b>31,320</b>	<b>31,430</b>	<b>31,480</b>	<b>31,540</b>	<b>31,380</b>

### Senior Civil Service

LGB	~	~	10	10	10
Heterosexual	110	120	120	120	140
Undeclared	60	70	80	80	60
<b>Total</b>	<b>180</b>	<b>190</b>	<b>210</b>	<b>200</b>	<b>220</b>

### Band B

LGB	20	30	30	30	30
Heterosexual	970	1,000	1,070	1,130	1,210
Undeclared	620	700	760	780	800
<b>Total</b>	<b>1,620</b>	<b>1,720</b>	<b>1,860</b>	<b>1,940</b>	<b>2,040</b>

### Band C

LGB	100	110	130	140	160
Heterosexual	6,240	6,340	6,380	6,430	6,480
Undeclared	3,460	3,500	3,450	3,560	3,620
<b>Total</b>	<b>9,810</b>	<b>9,960</b>	<b>9,960</b>	<b>10,130</b>	<b>10,250</b>

### Band D

LGB	80	80	80	90	100
Heterosexual	4,350	4,210	4,140	4,120	4,150
Undeclared	2,030	2,160	2,160	2,210	2,100
<b>Total</b>	<b>6,460</b>	<b>6,450</b>	<b>6,380</b>	<b>6,410</b>	<b>6,350</b>

### Band E

LGB	150	150	160	170	170
Heterosexual	8,740	8,380	8,070	7,880	7,720
Undeclared	4,290	4,520	4,690	4,720	4,540
<b>Total</b>	<b>13,180</b>	<b>13,050</b>	<b>12,920</b>	<b>12,770</b>	<b>12,430</b>

### Industrial

LGB	50	50	50	50	50
Heterosexual	3,390	3,140	2,870	2,690	2,420
Undeclared	2,580	2,500	2,320	2,130	1,790
<b>Total</b>	<b>6,020</b>	<b>5,690</b>	<b>5,240</b>	<b>4,860</b>	<b>4,260</b>

Source: Defence Statistics (Civilian)

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

	Headcount				
	Oct-14	Oct-15	Oct-16	Oct-17	Oct-18
LGB	410	420	460	490	510
Heterosexual	23,820	23,200	22,720	22,390	22,150
Undeclared	13,110	13,500	13,530	13,530	12,980
<b>Total</b>	<b>37,340</b>	<b>37,120</b>	<b>36,710</b>	<b>36,410</b>	<b>35,640</b>

*of which:*

### 16 - 29 Years of Age

LGB	50	50	60	80	90
Heterosexual	1,360	1,300	1,210	1,180	1,280
Undeclared	890	1,030	1,220	1,380	1,440
<b>Total</b>	<b>2,290</b>	<b>2,380</b>	<b>2,500</b>	<b>2,640</b>	<b>2,820</b>

### 30 - 39 Years of Age

LGB	90	90	110	120	140
Heterosexual	3,500	3,380	3,420	3,460	3,410
Undeclared	1,820	1,940	2,050	2,150	2,100
<b>Total</b>	<b>5,410</b>	<b>5,410</b>	<b>5,580</b>	<b>5,730</b>	<b>5,640</b>

### 40 - 49 Years of Age

LGB	140	130	120	120	120
Heterosexual	7,270	6,570	6,050	5,460	5,030
Undeclared	3,980	3,840	3,590	3,380	3,070
<b>Total</b>	<b>11,380</b>	<b>10,540</b>	<b>9,760</b>	<b>8,960</b>	<b>8,220</b>

### 50 - 59 Years of Age

LGB	110	120	130	140	140
Heterosexual	8,900	9,160	9,200	9,270	9,260
Undeclared	4,800	5,050	5,050	5,030	4,800
<b>Total</b>	<b>13,810</b>	<b>14,340</b>	<b>14,380</b>	<b>14,440</b>	<b>14,200</b>

### 60 and over Years of Age

LGB	20	30	30	30	30
Heterosexual	2,800	2,790	2,840	3,020	3,160
Undeclared	1,620	1,630	1,620	1,590	1,560
<b>Total</b>	<b>4,450</b>	<b>4,450</b>	<b>4,490</b>	<b>4,640</b>	<b>4,760</b>

Source: Defence Statistics (Civilian)

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

	Headcount				
	Oct-14	Oct-15	Oct-16	Oct-17	Oct-18
Christian	17,260	16,540	15,880	15,320	14,740
Non Christian	1,280	1,220	1,180	1,200	1,200
Secular	5,780	5,860	5,970	6,130	6,370
Undeclared	13,020	13,500	13,680	13,760	13,330
<b>Total</b>	<b>37,340</b>	<b>37,120</b>	<b>36,710</b>	<b>36,410</b>	<b>35,640</b>

*of which:*

**Non Industrial**

Christian	14,790	14,270	13,800	13,400	13,060
Non Christian	1,090	1,040	1,020	1,050	1,070
Secular	5,010	5,130	5,300	5,480	5,750
Undeclared	10,430	10,990	11,350	11,620	11,500
<b>Total</b>	<b>31,320</b>	<b>31,430</b>	<b>31,480</b>	<b>31,540</b>	<b>31,380</b>

**Senior Civil Service**

Christian	70	70	80	80	90
Non Christian	~	~	~	~	~
Secular	40	40	40	40	40
Undeclared	60	70	80	80	80
<b>Total</b>	<b>180</b>	<b>190</b>	<b>210</b>	<b>200</b>	<b>220</b>

**Band B**

Christian	700	710	770	790	820
Non Christian	40	40	40	40	50
Secular	250	260	290	310	350
Undeclared	630	710	760	800	820
<b>Total</b>	<b>1,620</b>	<b>1,720</b>	<b>1,860</b>	<b>1,940</b>	<b>2,040</b>

**Band C**

Christian	4,450	4,440	4,290	4,220	4,130
Non Christian	280	280	300	310	330
Secular	1,600	1,690	1,800	1,880	2,000
Undeclared	3,470	3,550	3,570	3,720	3,800
<b>Total</b>	<b>9,810</b>	<b>9,960</b>	<b>9,960</b>	<b>10,130</b>	<b>10,250</b>

**Band D**

Christian	3,060	2,890	2,800	2,740	2,680
Non Christian	230	210	210	230	240
Secular	1,110	1,150	1,140	1,170	1,240
Undeclared	2,060	2,200	2,230	2,280	2,200
<b>Total</b>	<b>6,460</b>	<b>6,450</b>	<b>6,380</b>	<b>6,410</b>	<b>6,350</b>

**Band E**

Christian	6,490	6,140	5,810	5,550	5,320
Non Christian	540	510	470	460	450
Secular	2,010	1,990	2,020	2,070	2,100
Undeclared	4,150	4,410	4,620	4,690	4,550
<b>Total</b>	<b>13,180</b>	<b>13,050</b>	<b>12,920</b>	<b>12,770</b>	<b>12,430</b>

**Industrial**

Christian	2,460	2,270	2,080	1,920	1,680
Non Christian	190	180	160	150	130
Secular	770	720	670	640	620
Undeclared	2,600	2,510	2,330	2,140	1,830
<b>Total</b>	<b>6,020</b>	<b>5,690</b>	<b>5,240</b>	<b>4,860</b>	<b>4,260</b>

Source: Defence Statistics (Civilian)

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

	Headcount				
	Oct-14	Oct-15	Oct-16	Oct-17	Oct-18
Christian	17,260	16,540	15,880	15,320	14,740
Non Christian	1,280	1,220	1,180	1,200	1,200
Secular	5,780	5,860	5,970	6,130	6,370
Undeclared	13,020	13,500	13,680	13,760	13,330
<b>Total</b>	<b>37,340</b>	<b>37,120</b>	<b>36,710</b>	<b>36,410</b>	<b>35,640</b>

*of which:*

### 16 - 29 Years of Age

Christian	590	510	460	410	440
Non Christian	60	60	50	50	60
Secular	700	700	690	720	790
Undeclared	950	1,120	1,310	1,470	1,530
<b>Total</b>	<b>2,290</b>	<b>2,380</b>	<b>2,500</b>	<b>2,640</b>	<b>2,820</b>

### 30 - 39 Years of Age

Christian	1,860	1,740	1,680	1,640	1,560
Non Christian	240	230	230	220	220
Secular	1,340	1,360	1,420	1,520	1,580
Undeclared	1,970	2,090	2,240	2,350	2,290
<b>Total</b>	<b>5,410</b>	<b>5,410</b>	<b>5,580</b>	<b>5,730</b>	<b>5,640</b>

### 40 - 49 Years of Age

Christian	5,040	4,420	3,950	3,470	3,070
Non Christian	430	400	350	330	320
Secular	1,890	1,800	1,750	1,640	1,580
Undeclared	4,020	3,920	3,720	3,520	3,250
<b>Total</b>	<b>11,380</b>	<b>10,540</b>	<b>9,760</b>	<b>8,960</b>	<b>8,220</b>

### 50 - 59 Years of Age

Christian	7,210	7,320	7,230	7,140	6,950
Non Christian	430	420	440	460	470
Secular	1,550	1,680	1,770	1,880	1,990
Undeclared	4,630	4,920	4,940	4,960	4,790
<b>Total</b>	<b>13,810</b>	<b>14,340</b>	<b>14,380</b>	<b>14,440</b>	<b>14,200</b>

### 60 and over Years of Age

Christian	2,560	2,550	2,560	2,670	2,720
Non Christian	120	120	110	130	130
Secular	300	320	350	380	430
Undeclared	1,460	1,460	1,470	1,460	1,480
<b>Total</b>	<b>4,450</b>	<b>4,450</b>	<b>4,490</b>	<b>4,640</b>	<b>4,760</b>

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 October 2014 to 2018

	Percentage					2014 to 2018 ppt change
	Oct-14	Oct-15	Oct-16	Oct-17	Oct-18	
Ethnicity	85.0	83.7	82.1	80.6	78.9	-6.1
Sexual Orientation	64.9	63.6	63.1	62.8	63.6	-1.3
Religion / Faith	65.1	63.6	62.7	62.2	62.6	-2.5
Disability*	46.3	51.1	54.7	57.1	59.1	12.8

**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 October 2014 to October 2018, DE&S data has been removed for October 2014.

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
<b>Senior Management</b>	<b>Senior Management</b>
SCS – Senior Civil Service	SCS – Senior Civil Service
<b>Other Management Grades</b>	<b>Other Management Grades</b>
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
<b>Administrative Grades</b>	<b>Administrative Grades</b>
E1 & equivalents	AO - Administrative Officer
E2 & equivalents	AA - Administrative Assistant

## Further Information

### Contact Us

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

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