



# Ministry of Defence

## Civilian Personnel Biannual Diversity Dashboard 1 April 2019

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.

### Key Points

**Female representation rate**  
at 1 April 2019 **43.0%**

**Black, Asian and Minority Ethnic (BAME) representation rate**  
at 1 April 2019 **5.2%**

**Lesbian, Gay & Bisexual (LGB) representation rate**  
at 1 April 2019 **2.6%**

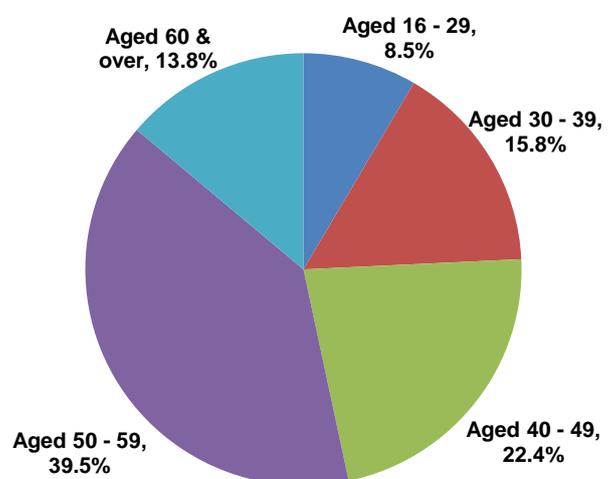
**Disability representation rate**  
at 1 April 2019 **12.1%**

**Part-time personnel representation rate**  
at 1 April 2019 **11.6%**

**Religion representation rate**  
at 1 April 2019

Christian	63.3 %
Non-Christian	5.3 %
Secular	31.4 %

### Age distribution of civilian personnel at 1 April 2019



**Responsible statistician:** Civilian Personnel Head of Branch 020 7218 1359 [DefStrat-Stat-Civ-Hd@mod.gov.uk](mailto:DefStrat-Stat-Civ-Hd@mod.gov.uk)  
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.

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.

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 'choose not declare' and 'unknown'.

**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 2019

**43.0%**

Female representation of MOD Main civilian personnel as at April 2019 was 43.0%. This is a rise of 2.8 percentage points compared with April 2015.

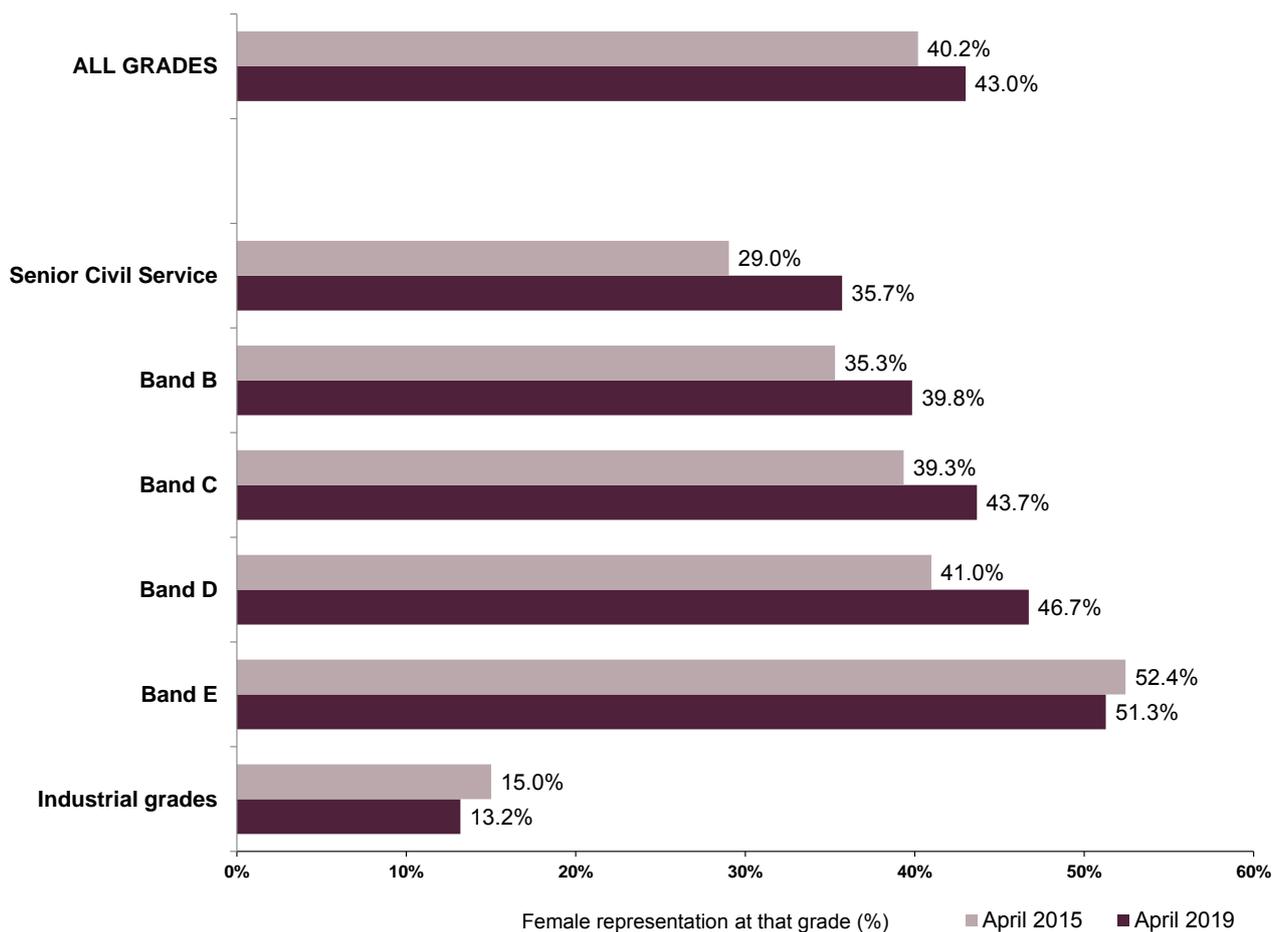
### Female representation of MOD Main civilian personnel, as at 1 April 2015 to 2019

	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19
Headcount	15,010	14,960	15,220	15,130	15,610
Proportion of total (%)	40.2	40.6	41.6	42.4	43.0

### Grade breakdown

The proportion of females at each grade in April 2019 has increased (with the exception of Band E and Industrial grades which showed slight decreases) compared with April 2015. The largest proportion increases were for the Senior Civil Service, which increased by 6.7 percentage points, and for Band D, which increased by 5.7 percentage points.

### Female representation of MOD Main civilian personnel by grade, as at 1 April 2019



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

	Headcount				
	MOD Main civilian personnel by Gender				
	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19
Male	22,330	21,900	21,350	20,540	20,680
Female	15,010	14,960	15,220	15,130	15,610
<b>Total</b>	<b>37,340</b>	<b>36,860</b>	<b>36,560</b>	<b>35,680</b>	<b>36,290</b>

	Female representation by Grade (Number and Proportion)				
	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19
<b>MOD Main Total</b>	<b>15,010</b>	<b>14,960</b>	<b>15,220</b>	<b>15,130</b>	<b>15,610</b>
	<b>40.2</b>	<b>40.6</b>	<b>41.6</b>	<b>42.4</b>	<b>43.0</b>
<i>of which:</i>					
<b>Non-Industrial</b>	<b>14,130</b>	<b>14,140</b>	<b>14,460</b>	<b>14,570</b>	<b>15,060</b>
	<b>44.9</b>	<b>45.0</b>	<b>45.9</b>	<b>46.5</b>	<b>46.9</b>
Senior Civil Service	50	60	60	60	80
	29.0	28.2	28.7	31.3	35.7
Band B	600	630	700	770	850
	35.3	35.6	37.6	39.0	39.8
Band C	3,910	3,980	4,130	4,340	4,700
	39.3	39.9	41.1	42.7	43.7
Band D	2,640	2,730	2,880	2,940	3,030
	41.0	42.6	44.8	46.2	46.7
Band E	6,900	6,710	6,650	6,430	6,380
	52.4	51.8	51.5	51.2	51.3
<b>Industrial</b>	<b>880</b>	<b>820</b>	<b>750</b>	<b>560</b>	<b>550</b>
	<b>15.0</b>	<b>15.1</b>	<b>15.0</b>	<b>12.8</b>	<b>13.2</b>

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-15	Apr-16	Apr-17	Apr-18	Apr-19
<b>MOD Main Total</b>	<b>15,010</b>	<b>14,960</b>	<b>15,220</b>	<b>15,130</b>	<b>15,610</b>
	<b>40.2</b>	<b>40.6</b>	<b>41.6</b>	<b>42.4</b>	<b>43.0</b>
16 - 29	1,180	1,210	1,280	1,300	1,440
	50.2	49.9	49.2	47.7	46.9
30 - 39	2,780	2,760	2,930	2,910	2,940
	51.4	50.8	51.6	51.5	51.2
40 - 49	4,940	4,600	4,310	4,060	3,990
	45.1	45.6	46.4	48.0	49.1
50 - 59	5,020	5,230	5,430	5,510	5,700
	35.5	36.4	37.7	38.9	39.8
60 & over	1,090	1,160	1,270	1,360	1,540
	24.3	25.5	27.7	29.1	30.6

Source: Defence Statistics (Civilian)

## Ethnicity

BAME representation as at 1 April 2019

**5.2%**

BAME representation of MOD Main civilian personnel as at April 2019 was 5.2%. This is a rise of 1.1 percentage points compared with April 2015.

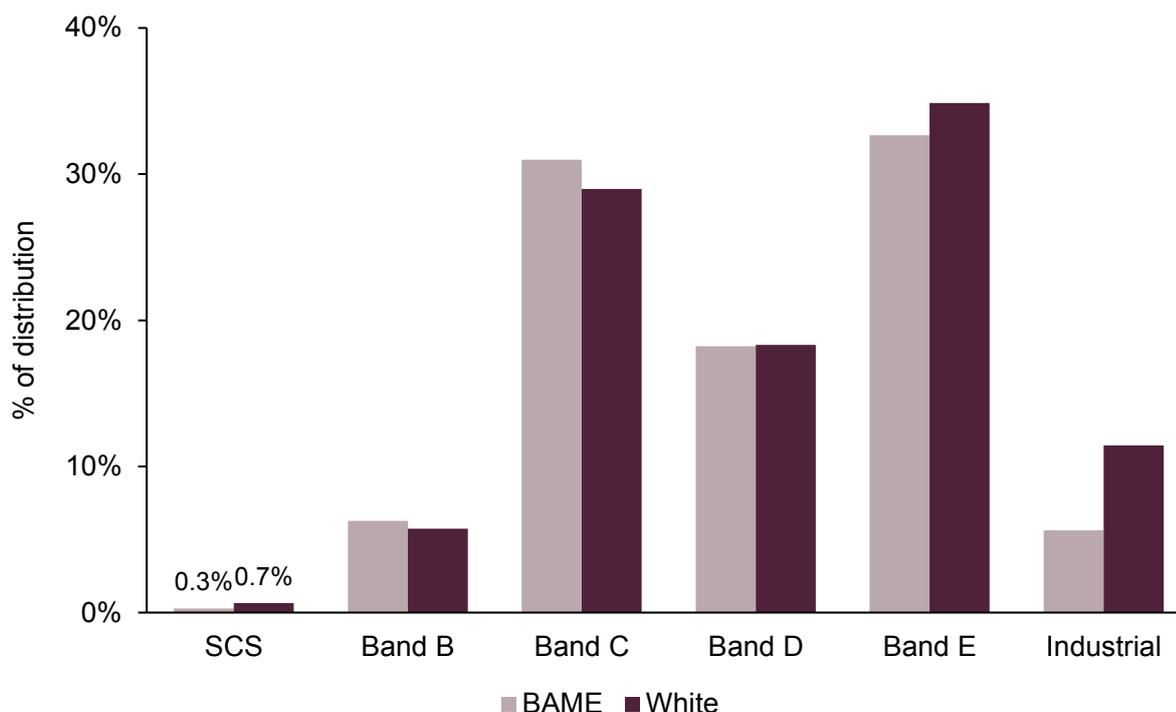
### BAME representation of MOD Main civilian personnel, as at 1 April 2015 to 2019

	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19
Headcount	1,280	1,290	1,310	1,330	1,590
Proportion of total (%)	4.1	4.2	4.4	4.7	5.2

### Grade distribution

As at April 2019, 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 11.4% compared to 5.6% for BAME personnel.

### Comparison of BAME and White personnel distributions across grade, as at 1 April 2019



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

	Headcount				
	MOD Main civilian personnel by Ethnicity				
	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19
BAME	1,280	1,290	1,310	1,330	1,590
White	30,240	29,240	28,400	27,170	29,190
Choose Not To Declare	1,180	1,170	1,150	1,100	1,940
Undeclared	4,640	5,150	5,700	6,070	3,570
<b>Total</b>	<b>37,340</b>	<b>36,860</b>	<b>36,560</b>	<b>35,680</b>	<b>36,290</b>

	BAME representation of MOD Main personnel (Number and Proportion)				
	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19
<b>MOD Main Total</b>	<b>1,280</b>	<b>1,290</b>	<b>1,310</b>	<b>1,330</b>	<b>1,590</b>
	<b>4.1</b>	<b>4.2</b>	<b>4.4</b>	<b>4.7</b>	<b>5.2</b>
<i>of which:</i>					
<b>Non-Industrial</b>	<b>1,160</b>	<b>1,180</b>	<b>1,210</b>	<b>1,240</b>	<b>1,490</b>
	<b>4.3</b>	<b>4.5</b>	<b>4.7</b>	<b>4.9</b>	<b>5.5</b>
SCS	~	10	10	10	~
	*	3.8	3.8	3.6	*
Band B	60	60	70	80	110
	4.3	4.3	4.6	5.0	6.0
Band C	360	370	380	390	520
	4.4	4.5	4.7	4.8	5.8
Band D	220	240	250	260	310
	3.9	4.4	4.6	5.1	5.4
Band E	520	510	510	500	550
	4.5	4.6	4.8	5.0	5.1
<b>Industrial</b>	<b>120</b>	<b>110</b>	<b>100</b>	<b>90</b>	<b>100</b>
	<b>2.5</b>	<b>2.4</b>	<b>2.4</b>	<b>2.6</b>	<b>2.8</b>

Source: Defence Statistics (Civilian)

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

	Headcount				
	BAME representation by Age Group (Number and Proportion)				
	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19
<b>MOD Main Total</b>	<b>1,280</b>	<b>1,290</b>	<b>1,310</b>	<b>1,330</b>	<b>1,590</b>
	<b>4.1</b>	<b>4.2</b>	<b>4.4</b>	<b>4.7</b>	<b>5.2</b>
<i>of which:</i>					
16 - 29	70	90	90	90	150
	4.5	5.7	*	*	6.8
30 - 39	250	260	270	280	350
	5.7	5.9	6.3	6.7	7.7
40 - 49	420	380	360	340	370
	4.5	4.6	4.7	5.1	5.3
50 - 59	420	440	450	460	540
	3.4	3.6	3.7	3.9	4.3
60 & over	120	120	140	150	170
	3.0	3.1	3.4	3.6	3.9

Source: Defence Statistics (Civilian)

## Sexual orientation

LGB representation  
as at 1 April 2019

**2.6%**

LGB representation of MOD Main civilian personnel as at 1 April 2019 was 2.6%. This is a rise of 0.9 percentage points compared with April 2015.

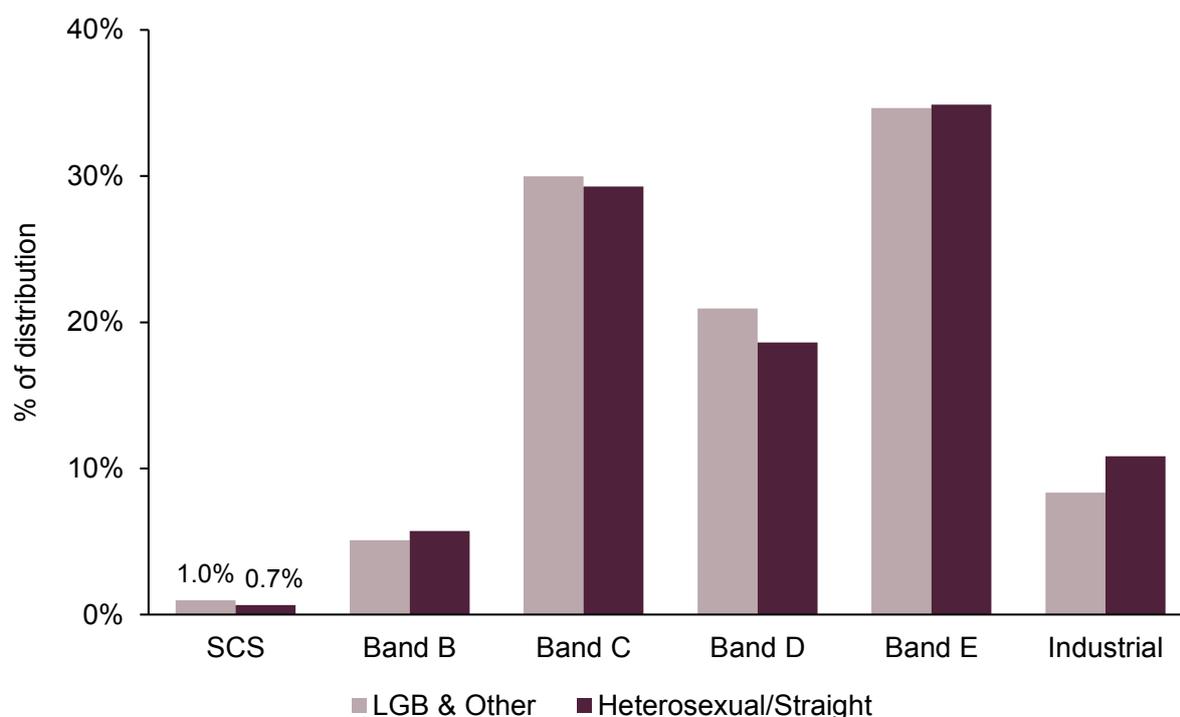
### LGB representation of MOD Main civilian personnel, as at 1 April 2015 to 2019

	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19
Headcount	410	440	470	500	710
Proportion of total (%)	1.7	1.9	2.0	2.2	2.6

### Grade distribution

As at April 2019, 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 2019



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

	Headcount				
MOD Main civilian personnel by Sexual Orientation					
	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19
LGB & Other	410	440	470	500	710
Heterosexual/Straight	23,480	22,850	22,530	22,280	26,080
Choose not to declare	5,530	5,200	4,790	4,380	4,620
Unknown	7,920	8,380	8,770	8,500	4,880
<b>MOD Main Total</b>	<b>37,340</b>	<b>36,860</b>	<b>36,560</b>	<b>35,680</b>	<b>36,290</b>

LGB representation by Grade (Number and Proportion)					
	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19
<b>MOD Main Total</b>	<b>410</b>	<b>440</b>	<b>470</b>	<b>500</b>	<b>710</b>
	<b>1.7</b>	<b>1.9</b>	<b>2.0</b>	<b>2.2</b>	<b>2.6</b>
<i>of which:</i>					
<b>Non-Industrial</b>	<b>360</b>	<b>390</b>	<b>420</b>	<b>460</b>	<b>650</b>
	<b>1.8</b>	<b>1.9</b>	<b>2.1</b>	<b>2.3</b>	<b>2.7</b>
Senior Civil Service	~	~	~	10	10
	*	*	*	5.5	3.9
Band B	20	30	30	30	40
	2.4	*	*	2.7	2.4
Band C	100	120	140	150	210
	1.6	1.8	2.1	2.2	2.7
Band D	80	80	80	100	150
	1.8	2.0	1.8	2.3	3.0
Band E	160	160	170	170	240
	1.8	1.9	2.1	2.2	2.6
<b>Industrial</b>	<b>50</b>	<b>50</b>	<b>50</b>	<b>40</b>	<b>60</b>
	*	*	*	*	<b>2.0</b>

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-15	Apr-16	Apr-17	Apr-18	Apr-19
<b>MOD Main Total</b>	<b>410</b>	<b>440</b>	<b>470</b>	<b>500</b>	<b>710</b>
	<b>1.7</b>	<b>1.9</b>	<b>2.0</b>	<b>2.2</b>	<b>2.6</b>
16 - 29	50	60	70	90	140
	*	*	*	*	6.8
30 - 39	90	100	110	130	180
	2.5	2.9	3.2	3.6	4.2
40 - 49	140	130	120	110	170
	2.0	2.0	2.0	2.1	2.8
50 - 59	120	120	140	140	170
	1.3	1.3	1.5	1.5	1.6
60 and over	20	30	30	30	50
	0.7	0.9	1.0	1.1	1.4

Source: Defence Statistics (Civilian)

## Religion / Belief

Religion / Belief representation as at 1 April 2019

<b>Christian</b>	<b>63.3%</b>
<b>Non-Christian</b>	<b>5.3%</b>
<b>Secular</b>	<b>31.4%</b>

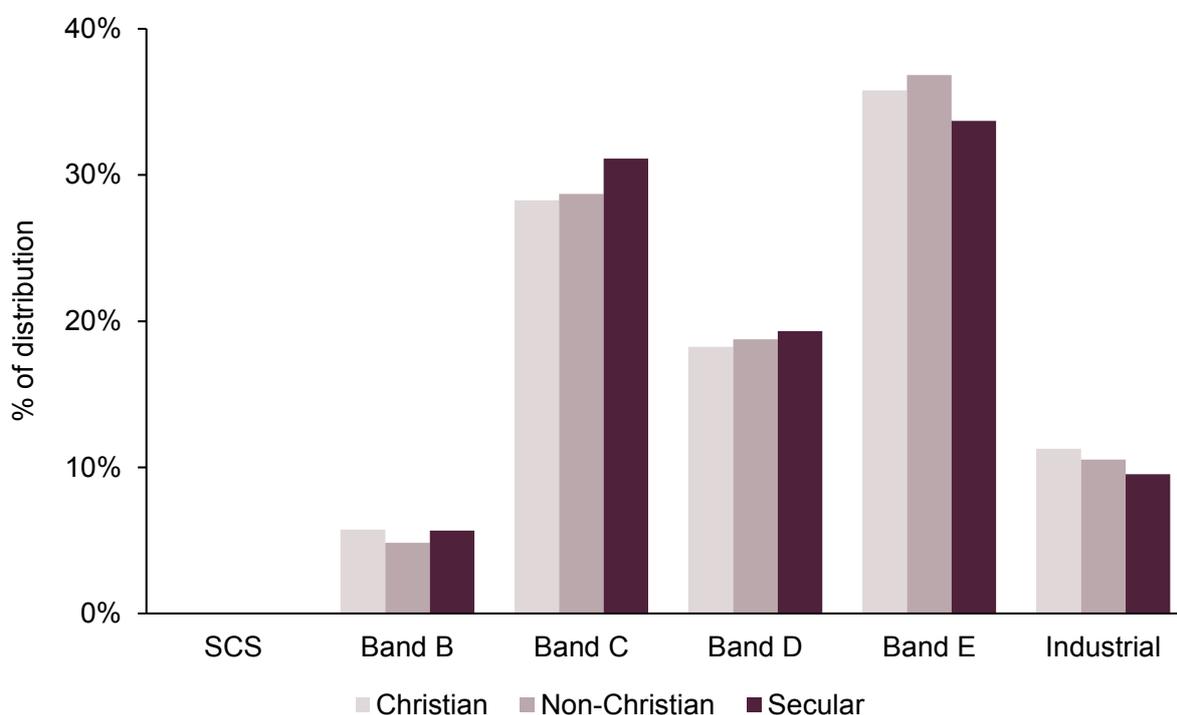
The proportion of MOD Main civilian personnel who self-declared as Christian as at 1 April 2019 was 63.3%. This is a fall of 7.3 percentage points compared with April 2015.

The proportion who self-declared as Non-Christian was 5.3%, a rise of 0.1 percentage points compared with April 2015. The proportion who self-declared as Secular was 31.4%, a rise of 7.2 percentage points.

### Grade distribution

As at April 2019, 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 2019



\*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-15	Apr-16	Apr-17	Apr-18	Apr-19
Christian	16,860	16,190	15,600	15,040	16,520
Non Christian	1,240	1,200	1,190	1,180	1,390
Secular	5,800	5,850	6,030	6,260	8,210
Choose Not To Declare	5,480	5,190	4,910	4,610	5,210
Unknown	7,960	8,420	8,830	8,580	4,950
<b>MOD Main Total</b>	<b>37,340</b>	<b>36,860</b>	<b>36,560</b>	<b>35,680</b>	<b>36,290</b>

	Religion/Belief representation (Number and Proportion)				
	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19
<b>MOD Main Total</b>	<b>23,890</b>	<b>23,240</b>	<b>22,820</b>	<b>22,480</b>	<b>26,120</b>
Christian	16,860 70.5	16,190 69.6	15,600 68.4	15,040 66.9	16,520 63.3
Non-Christian	1,240 5.2	1,200 5.2	1,190 5.2	1,180 5.3	1,390 5.3
Secular	5,800 24.3	5,850 25.2	6,030 26.4	6,260 27.8	8,210 31.4

*of which:*

<b>Non Industrial</b>	<b>20,650</b>	<b>20,200</b>	<b>20,040</b>	<b>19,980</b>	<b>23,340</b>
Christian	14,520 70.3	14,010 69.3	13,610 67.9	13,290 66.5	14,660 62.8
Non-Christian	1,060 5.1	1,030 5.1	1,040 5.2	1,040 5.2	1,240 5.3
Secular	5,070 24.6	5,160 25.6	5,380 26.9	5,650 28.3	7,430 31.8
<b>Industrial</b>	<b>3,250</b>	<b>3,040</b>	<b>2,790</b>	<b>2,500</b>	<b>2,790</b>
Christian	2,340 *	2,180 *	1,990 *	1,750 *	1,860 66.8
Non-Christian	180 *	170 *	150 *	140 *	150 5.2
Secular	730 *	690 *	650 *	620 *	780 28.0

Source: Defence Statistics (Civilian)

## Disability

Disability representation  
as at 1 April 2019

# 12.1%

From April 2011 to October 2018 the declaration rate for disability was not sufficiently robust enough for the representation rate to be reported on.

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

	Headcount				
	MOD Main civilian personnel by Disability status				
	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19
Disability	2,030	2,200	2,380	2,560	3,090
No Disability	16,620	17,550	18,340	18,500	22,480
Choose not to declare	1,700	1,790	1,850	1,840	2,550
Unknown	16,990	15,320	14,000	12,780	8,170
<b>MOD Main Total</b>	<b>37,340</b>	<b>36,860</b>	<b>36,560</b>	<b>35,680</b>	<b>36,290</b>
<i>of which:</i>					
Disability	1,820	1,990	2,170	2,360	2,850
No Disability	14,800	15,640	16,440	16,760	20,290
Choose not to declare	1,520	1,600	1,650	1,650	2,270
Unknown	13,350	12,140	11,290	10,560	6,730
<b>Non-Industrial</b>	<b>31,500</b>	<b>31,380</b>	<b>31,550</b>	<b>31,320</b>	<b>32,130</b>
Disability	210	210	210	200	250
No Disability	1,820	1,900	1,900	1,750	2,190
Choose not to declare	180	190	200	190	280
Unknown	3,630	3,170	2,710	2,220	1,440
<b>Industrial</b>	<b>5,840</b>	<b>5,470</b>	<b>5,020</b>	<b>4,360</b>	<b>4,160</b>

Source: Defence Statistics (Civilian)

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

	Percentage				
	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19
<b>MOD Main Total</b>	<b>49.9</b>	<b>53.6</b>	<b>56.6</b>	<b>59.0</b>	<b>70.5</b>
<b>Non-Industrial</b>	<b>52.8</b>	<b>56.2</b>	<b>59.0</b>	<b>61.0</b>	<b>72.0</b>
Senior Civil Service	51.6	55.0	58.9	60.1	77.2
Band B	51.5	54.4	57.5	59.6	70.4
Band C	54.3	58.0	61.6	63.6	72.3
Band D	55.6	58.9	61.1	63.3	75.1
Band E	50.6	53.8	56.2	58.1	70.4
<b>Industrial</b>	<b>34.6</b>	<b>38.6</b>	<b>42.0</b>	<b>44.7</b>	<b>58.7</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				
	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19
<b>MOD Main Total</b>	<b>37,340</b>	<b>36,860</b>	<b>36,560</b>	<b>35,680</b>	<b>36,290</b>
<b>Non-Industrial</b>	<b>31,500</b>	<b>31,380</b>	<b>31,550</b>	<b>31,320</b>	<b>32,130</b>
<i>of which:</i>					
<b>Disability</b>	<b>1,820</b>	<b>1,990</b>	<b>2,170</b>	<b>2,360</b>	<b>2,850</b>
Senior Civil Service	10	10	10	10	10
Band B	70	80	80	100	150
Band C	540	640	720	780	950
Band D	420	460	480	530	630
Band E	770	810	860	920	1,100
<b>No disability</b>	<b>14,800</b>	<b>15,640</b>	<b>16,440</b>	<b>16,760</b>	<b>20,280</b>
Senior Civil Service	90	100	110	110	160
Band B	800	880	990	1,070	1,350
Band C	4,860	5,150	5,470	5,680	6,830
Band D	3,160	3,320	3,440	3,500	4,240
Band E	5,880	6,170	6,380	6,370	7,650
<b>Choose not to declare</b>	<b>1,520</b>	<b>1,600</b>	<b>1,650</b>	<b>1,650</b>	<b>2,270</b>
Senior Civil Service	10	10	10	10	10
Band B	80	90	80	90	120
Band C	510	570	580	580	810
Band D	350	340	360	340	500
Band E	570	600	620	630	820
<b>Unknown</b>	<b>13,350</b>	<b>12,140</b>	<b>11,290</b>	<b>10,560</b>	<b>6,730</b>
Senior Civil Service	80	80	80	80	40
Band B	750	720	710	710	510
Band C	4,040	3,620	3,280	3,110	2,180
Band D	2,510	2,300	2,150	2,000	1,120
Band E	5,930	5,380	5,030	4,630	2,860
<b>Industrial</b>	<b>5,840</b>	<b>5,470</b>	<b>5,020</b>	<b>4,360</b>	<b>4,160</b>
Disability	210	210	210	200	250
No disability	1,820	1,900	1,900	1,750	2,200
Choose not to declare	180	190	200	190	280
Unknown	3,630	3,170	2,710	2,220	1,440

Source: Defence Statistics (Civilian)

## Work status

Part-time representation as at 1 April 2019

**11.6%**

The proportion of MOD Main civilian personnel who worked part-time as at 1 April 2019 was 11.6%. This is a rise of 0.8 percentage points compared with April 2015.

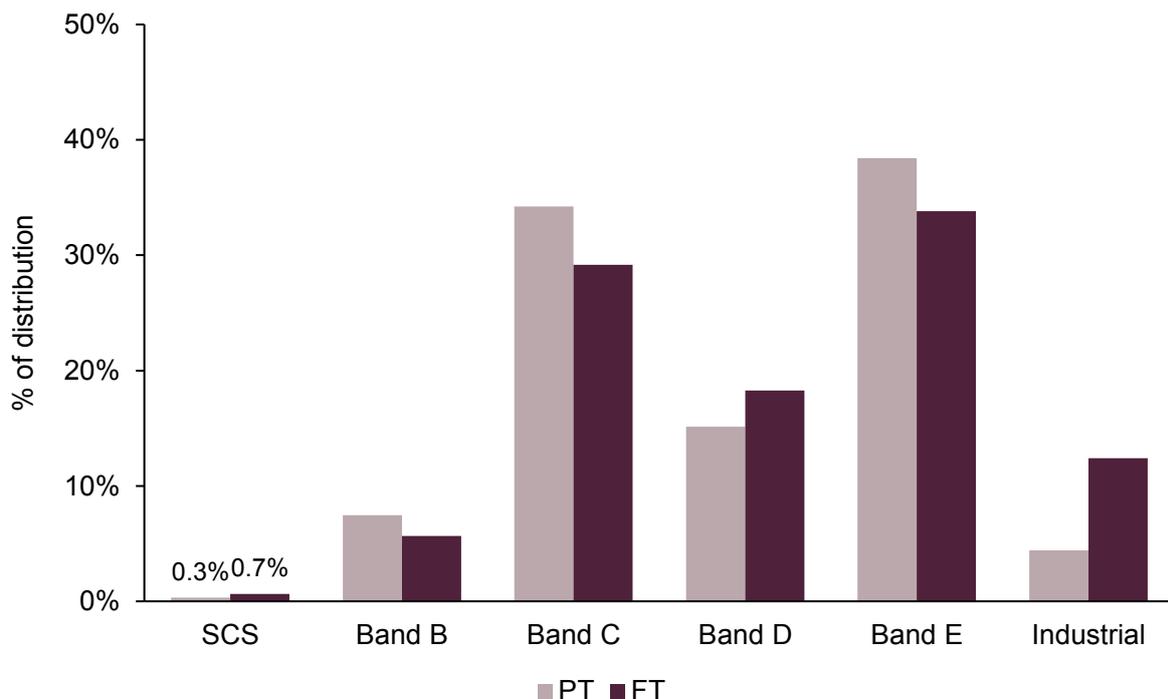
### Part-time representation of MOD Main civilian personnel, as at 1 April 2015 to 2019

	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19
Headcount	4,030	3,890	4,000	4,110	4,200
Proportion of total (%)	10.8	10.6	11.0	11.5	11.6

### Grade distribution

As at April 2019, 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 12.4% compared with 4.4% of Part-time personnel.

### Comparison of Part-time and Full-time personnel distributions across grade, as at 1 April 2019



**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>Apr-15</b>	<b>Apr-16</b>	<b>Apr-17</b>	<b>Apr-18</b>	<b>Apr-19</b>
Full Time	33,300	32,970	32,560	31,560	32,090
Part Time	4,030	3,890	4,000	4,110	4,200
<b>Total</b>	<b>37,340</b>	<b>36,860</b>	<b>36,560</b>	<b>35,680</b>	<b>36,290</b>

<b>Part-Time representation of MOD Main personnel (Number and Proportion)</b>					
	<b>Apr-15</b>	<b>Apr-16</b>	<b>Apr-17</b>	<b>Apr-18</b>	<b>Apr-19</b>
<b>MOD Main Total</b>	<b>4,030</b>	<b>3,890</b>	<b>4,000</b>	<b>4,110</b>	<b>4,200</b>
	<i>10.8</i>	<i>10.6</i>	<i>11.0</i>	<i>11.5</i>	<i>11.6</i>
<i>of which:</i>					
<b>Non-Industrial</b>	<b>3,760</b>	<b>3,640</b>	<b>3,770</b>	<b>3,950</b>	<b>4,020</b>
	<i>11.9</i>	<i>11.6</i>	<i>12.0</i>	<i>12.6</i>	<i>12.5</i>
Senior Civil Service	20	10	10	20	10
	<i>8.6</i>	<i>6.9</i>	<i>6.7</i>	<i>7.7</i>	<i>6.3</i>
Band B	260	270	290	320	310
	<i>15.1</i>	<i>15.2</i>	<i>15.5</i>	<i>16.2</i>	<i>14.7</i>
Band C	1,410	1,280	1,310	1,400	1,430
	<i>14.2</i>	<i>12.8</i>	<i>13.1</i>	<i>13.7</i>	<i>13.3</i>
Band D	500	520	540	590	630
	<i>7.8</i>	<i>8.1</i>	<i>8.4</i>	<i>9.3</i>	<i>9.8</i>
Band E	1,560	1,550	1,600	1,610	1,610
	<i>11.9</i>	<i>12.0</i>	<i>12.4</i>	<i>12.8</i>	<i>12.9</i>
<b>Industrial</b>	<b>270</b>	<b>250</b>	<b>230</b>	<b>170</b>	<b>180</b>
	<i>4.7</i>	<i>4.6</i>	<i>4.6</i>	<i>3.8</i>	<i>4.4</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>Apr-15</b>	<b>Apr-16</b>	<b>Apr-17</b>	<b>Apr-18</b>	<b>Apr-19</b>
<b>MOD Main Total</b>	<b>4,030</b>	<b>3,890</b>	<b>4,000</b>	<b>4,110</b>	<b>4,200</b>
	<i>10.8</i>	<i>10.6</i>	<i>11.0</i>	<i>11.5</i>	<i>11.6</i>
<i>of which:</i>					
16 - 29	200	170	150	150	130
	<i>8.6</i>	<i>7.0</i>	<i>5.7</i>	<i>5.4</i>	<i>4.1</i>
30 - 39	870	810	860	880	830
	<i>16.1</i>	<i>14.9</i>	<i>15.2</i>	<i>15.7</i>	<i>14.5</i>
40 - 49	1,280	1,150	1,120	1,120	1,080
	<i>11.7</i>	<i>11.4</i>	<i>12.0</i>	<i>13.2</i>	<i>13.3</i>
50 - 59	1,020	1,050	1,080	1,130	1,190
	<i>7.2</i>	<i>7.3</i>	<i>7.5</i>	<i>7.9</i>	<i>8.3</i>
60 and over	670	710	800	840	970
	<i>14.9</i>	<i>15.7</i>	<i>17.4</i>	<i>18.0</i>	<i>19.3</i>

Source: Defence Statistics (Civilian)

## Age

Average age  
as at 1 April 2019

**48.0 years**

The average age of MOD Main civilian personnel as at 1 April 2019 was 48.0 years. This is a rise of 0.2 years compared with April 2015.

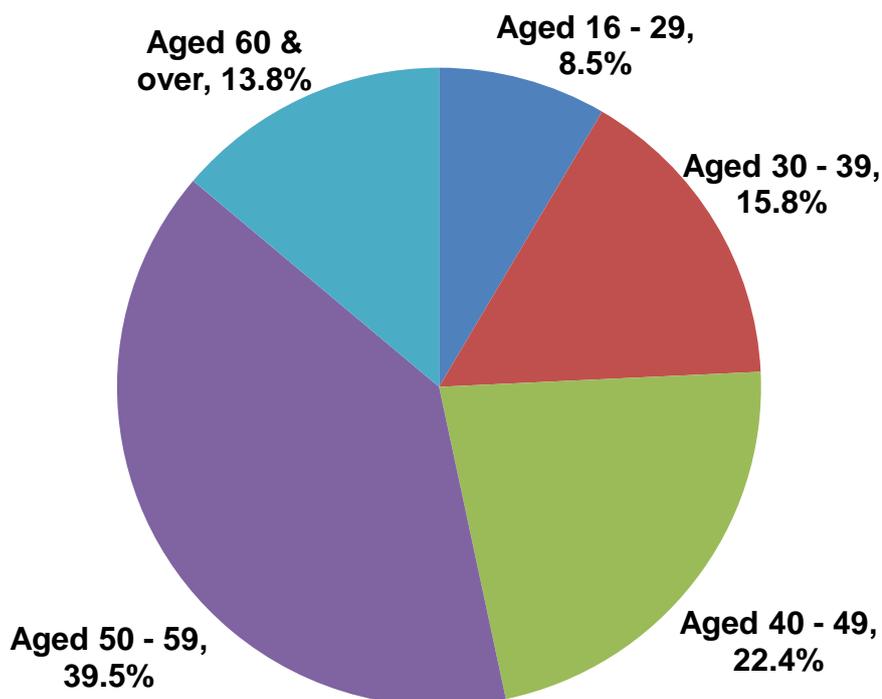
### Average age of MOD Main personnel, as at 1 April 2015 to 2019

	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19
Headcount	37,340	36,860	36,560	35,680	36,290
Average age (years)	47.8	48.0	48.1	48.0	48.0

### Age group distribution

Almost two fifths (39.5%) of MOD Main personnel were aged 50 – 59 years of age as at 1 April 2019. In comparison with April 2014 this age group has increased by 1.6 percentage points. Whilst personnel aged 40 – 49 years of age have fallen by 7.0 percentage points (29.4% to 22.4%).

### Age group distribution of MOD Main personnel, as at 1 April 2019

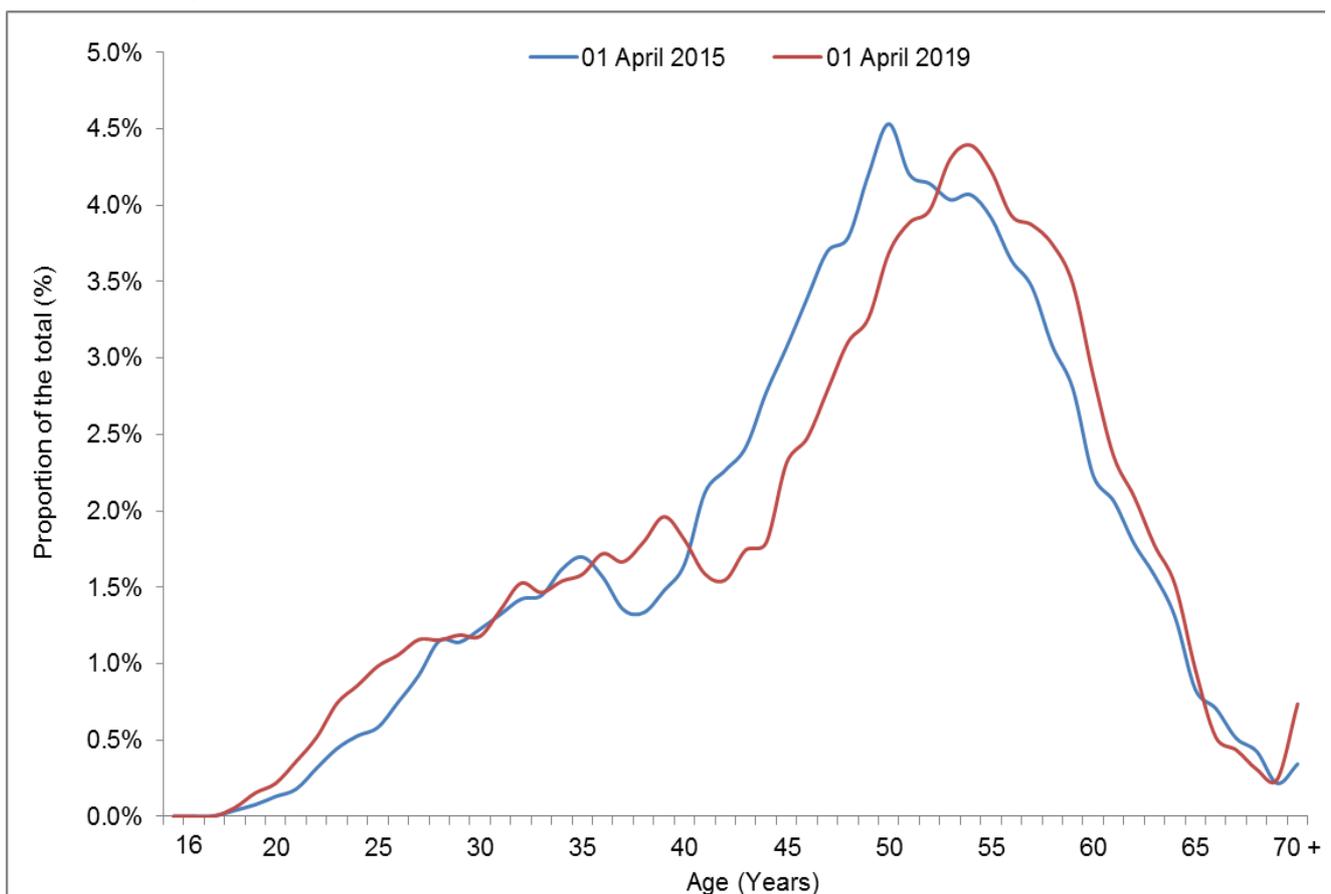


**Table 7.1 - Age Group of MOD Main civilian personnel**

	Headcount				
	Age group representation (Number and Proportion)				
	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19
<b>MOD Main Total</b>	<b>37,340</b>	<b>36,860</b>	<b>36,560</b>	<b>35,680</b>	<b>36,290</b>
16 - 29	2,340 6.3	2,440 6.6	2,590 7.1	2,720 7.6	3,070 8.5
30 - 39	5,400 14.5	5,440 14.7	5,680 15.5	5,650 15.8	5,730 15.8
40 - 49	10,970 29.4	10,080 27.4	9,300 25.4	8,460 23.7	8,140 22.4
50 - 59	14,140 37.9	14,370 39.0	14,400 39.4	14,190 39.8	14,330 39.5
60 and over	4,480 12.0	4,530 12.3	4,600 12.6	4,660 13.1	5,020 13.8

Source: Defence Statistics (Civilian)

**Age Profile of Core MOD civilian personnel, as at 1 April 2015 and 1 April 2019**



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

MOD Main	Headcount				
	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19
Male	22,330	21,900	21,350	20,540	20,680
Female	15,010	14,960	15,220	15,130	15,610
<b>Total</b>	<b>37,340</b>	<b>36,860</b>	<b>36,560</b>	<b>35,680</b>	<b>36,290</b>

*of which:*

### Non Industrial

Male	17,370	17,250	17,080	16,740	17,070
Female	14,130	14,140	14,460	14,570	15,060
<b>Total</b>	<b>31,500</b>	<b>31,380</b>	<b>31,550</b>	<b>31,320</b>	<b>32,130</b>

### Senior Civil Service

Male	130	140	150	140	140
Female	50	60	60	60	80
<b>Total</b>	<b>190</b>	<b>200</b>	<b>210</b>	<b>210</b>	<b>220</b>

### Band B

Male	1,100	1,140	1,170	1,210	1,280
Female	600	630	700	770	850
<b>Total</b>	<b>1,700</b>	<b>1,770</b>	<b>1,880</b>	<b>1,980</b>	<b>2,130</b>

### Band C

Male	6,030	5,990	5,920	5,820	6,070
Female	3,910	3,980	4,130	4,340	4,700
<b>Total</b>	<b>9,950</b>	<b>9,970</b>	<b>10,050</b>	<b>10,160</b>	<b>10,770</b>

### Band D

Male	3,800	3,690	3,550	3,420	3,460
Female	2,640	2,730	2,880	2,940	3,030
<b>Total</b>	<b>6,440</b>	<b>6,420</b>	<b>6,430</b>	<b>6,360</b>	<b>6,480</b>

### Band E

Male	6,260	6,240	6,250	6,120	6,060
Female	6,900	6,710	6,650	6,430	6,380
<b>Total</b>	<b>13,150</b>	<b>12,950</b>	<b>12,900</b>	<b>12,550</b>	<b>12,430</b>

### Industrial

Male	4,960	4,650	4,260	3,800	3,610
Female	880	820	750	560	550
<b>Total</b>	<b>5,840</b>	<b>5,470</b>	<b>5,020</b>	<b>4,360</b>	<b>4,160</b>

Source: Defence Statistics (Civilian)

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

MOD Main	Headcount				
	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19
Male	22,330	21,900	21,350	20,540	20,680
Female	15,010	14,960	15,220	15,130	15,610
<b>Total</b>	<b>37,340</b>	<b>36,860</b>	<b>36,560</b>	<b>35,680</b>	<b>36,290</b>

*of which:*

### 16 - 29 Years of Age

Male	1,160	1,220	1,320	1,420	1,630
Female	1,180	1,210	1,280	1,300	1,440
<b>Total</b>	<b>2,340</b>	<b>2,440</b>	<b>2,590</b>	<b>2,720</b>	<b>3,070</b>

### 30 - 39 Years of Age

Male	2,630	2,670	2,750	2,740	2,800
Female	2,780	2,760	2,930	2,910	2,940
<b>Total</b>	<b>5,400</b>	<b>5,440</b>	<b>5,680</b>	<b>5,650</b>	<b>5,730</b>

### 40 - 49 Years of Age

Male	6,020	5,480	4,980	4,400	4,140
Female	4,940	4,600	4,310	4,060	3,990
<b>Total</b>	<b>10,970</b>	<b>10,080</b>	<b>9,300</b>	<b>8,460</b>	<b>8,140</b>

### 50 - 59 Years of Age

Male	9,120	9,140	8,980	8,680	8,630
Female	5,020	5,230	5,430	5,510	5,700
<b>Total</b>	<b>14,140</b>	<b>14,370</b>	<b>14,400</b>	<b>14,190</b>	<b>14,330</b>

### 60 and over Years of Age

Male	3,390	3,380	3,320	3,310	3,480
Female	1,090	1,160	1,270	1,360	1,540
<b>Total</b>	<b>4,480</b>	<b>4,530</b>	<b>4,600</b>	<b>4,660</b>	<b>5,020</b>

Source: Defence Statistics (Civilian)

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

MOD Main	Headcount				
	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19
BAME	1,280	1,290	1,310	1,330	1,590
White	30,240	29,240	28,400	27,170	29,190
Undeclared	5,820	6,320	6,860	7,180	5,510
<b>Total</b>	<b>37,340</b>	<b>36,860</b>	<b>36,560</b>	<b>35,680</b>	<b>36,290</b>
<i>of which:</i>					
<b>Non Industrial</b>					
BAME	1,160	1,180	1,210	1,240	1,490
White	25,650	24,960	24,530	23,880	25,860
Undeclared	4,690	5,240	5,800	6,200	4,780
<b>Total</b>	<b>31,500</b>	<b>31,380</b>	<b>31,550</b>	<b>31,320</b>	<b>32,130</b>
<b>Senior Civil Service</b>					
BAME	~	10	10	10	~
White	150	150	150	160	190
Undeclared	30	40	50	40	30
<b>Total</b>	<b>190</b>	<b>200</b>	<b>210</b>	<b>210</b>	<b>220</b>
<b>Band B</b>					
BAME	60	60	70	80	110
White	1,310	1,330	1,400	1,440	1,670
Undeclared	330	380	410	460	350
<b>Total</b>	<b>1,700</b>	<b>1,770</b>	<b>1,880</b>	<b>1,980</b>	<b>2,130</b>
<b>Band C</b>					
BAME	360	370	380	390	520
White	7,830	7,810	7,730	7,720	8,440
Undeclared	1,760	1,800	1,940	2,060	1,800
<b>Total</b>	<b>9,950</b>	<b>9,970</b>	<b>10,050</b>	<b>10,160</b>	<b>10,770</b>
<b>Band D</b>					
BAME	220	240	250	260	310
White	5,380	5,180	5,100	4,960	5,330
Undeclared	850	1,000	1,090	1,140	840
<b>Total</b>	<b>6,440</b>	<b>6,420</b>	<b>6,430</b>	<b>6,360</b>	<b>6,480</b>
<b>Band E</b>					
BAME	520	510	510	500	550
White	10,960	10,460	10,120	9,580	10,160
Undeclared	1,680	1,980	2,270	2,470	1,730
<b>Total</b>	<b>13,150</b>	<b>12,950</b>	<b>12,900</b>	<b>12,550</b>	<b>12,430</b>
<b>Industrial</b>					
BAME	120	110	100	90	100
White	4,590	4,280	3,870	3,290	3,340
Undeclared	1,130	1,080	1,060	980	730
<b>Total</b>	<b>5,840</b>	<b>5,470</b>	<b>5,020</b>	<b>4,360</b>	<b>4,160</b>

Source: Defence Statistics (Civilian)

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

MOD Main	Headcount				
	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19
BAME	1,280	1,290	1,310	1,330	1,590
White	30,240	29,240	28,400	27,170	29,190
Undeclared	5,820	6,320	6,860	7,180	5,510
<b>Total</b>	<b>37,340</b>	<b>36,860</b>	<b>36,560</b>	<b>35,680</b>	<b>36,290</b>

*of which:*

### 16 - 29 Years of Age

BAME	70	90	90	90	150
White	1,530	1,440	1,400	1,430	2,080
Undeclared	740	900	1,100	1,200	830
<b>Total</b>	<b>2,340</b>	<b>2,440</b>	<b>2,590</b>	<b>2,720</b>	<b>3,070</b>

### 30 - 39 Years of Age

BAME	250	260	270	280	350
White	4,160	4,050	4,060	3,910	4,260
Undeclared	990	1,130	1,340	1,460	1,110
<b>Total</b>	<b>5,400</b>	<b>5,440</b>	<b>5,680</b>	<b>5,650</b>	<b>5,730</b>

### 40 - 49 Years of Age

BAME	420	380	360	340	370
White	8,920	8,070	7,280	6,420	6,580
Undeclared	1,630	1,630	1,650	1,690	1,200
<b>Total</b>	<b>10,970</b>	<b>10,080</b>	<b>9,300</b>	<b>8,460</b>	<b>8,140</b>

### 50 - 59 Years of Age

BAME	420	440	450	460	540
White	11,800	11,840	11,790	11,520	12,000
Undeclared	1,920	2,090	2,160	2,210	1,790
<b>Total</b>	<b>14,140</b>	<b>14,370</b>	<b>14,400</b>	<b>14,190</b>	<b>14,330</b>

### 60 and over Years of Age

BAME	120	120	140	150	170
White	3,820	3,840	3,860	3,890	4,270
Undeclared	540	570	600	620	580
<b>Total</b>	<b>4,480</b>	<b>4,530</b>	<b>4,600</b>	<b>4,660</b>	<b>5,020</b>

Source: Defence Statistics (Civilian)

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

MOD Main	Headcount				
	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19
LGB	410	440	470	500	710
Heterosexual	23,480	22,850	22,530	22,280	26,080
Undeclared	13,450	13,570	13,560	12,890	9,500
<b>Total</b>	<b>37,340</b>	<b>36,860</b>	<b>36,560</b>	<b>35,680</b>	<b>36,290</b>

*of which:*

### Non Industrial

LGB	360	390	420	460	650
Heterosexual	20,260	19,830	19,780	19,800	23,260
Undeclared	10,870	11,160	11,340	11,060	8,220
<b>Total</b>	<b>31,500</b>	<b>31,380</b>	<b>31,550</b>	<b>31,320</b>	<b>32,130</b>

### Senior Civil Service

LGB	~	~	~	10	10
Heterosexual	120	120	120	140	170
Undeclared	60	80	80	60	40
<b>Total</b>	<b>190</b>	<b>200</b>	<b>210</b>	<b>210</b>	<b>220</b>

### Band B

LGB	20	30	30	30	40
Heterosexual	1,020	1,010	1,100	1,160	1,490
Undeclared	660	730	750	790	610
<b>Total</b>	<b>1,700</b>	<b>1,770</b>	<b>1,880</b>	<b>1,980</b>	<b>2,130</b>

### Band C

LGB	100	120	140	150	210
Heterosexual	6,310	6,330	6,390	6,470	7,620
Undeclared	3,540	3,530	3,520	3,550	2,940
<b>Total</b>	<b>9,950</b>	<b>9,970</b>	<b>10,050</b>	<b>10,160</b>	<b>10,770</b>

### Band D

LGB	80	80	80	100	150
Heterosexual	4,260	4,160	4,140	4,160	4,850
Undeclared	2,100	2,170	2,210	2,110	1,490
<b>Total</b>	<b>6,440</b>	<b>6,420</b>	<b>6,430</b>	<b>6,360</b>	<b>6,480</b>

### Band E

LGB	160	160	170	170	240
Heterosexual	8,540	8,190	8,010	7,850	9,080
Undeclared	4,460	4,610	4,720	4,530	3,110
<b>Total</b>	<b>13,150</b>	<b>12,950</b>	<b>12,900</b>	<b>12,550</b>	<b>12,430</b>

### Industrial

LGB	50	50	50	40	60
Heterosexual	3,210	3,010	2,750	2,490	2,820
Undeclared	2,580	2,410	2,220	1,830	1,280
<b>Total</b>	<b>5,840</b>	<b>5,470</b>	<b>5,020</b>	<b>4,360</b>	<b>4,160</b>

Source: Defence Statistics (Civilian)

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

MOD Main	Headcount				
	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19
LGB	410	440	470	500	710
Heterosexual	23,480	22,850	22,530	22,280	26,080
Undeclared	13,450	13,570	13,560	12,890	9,500
<b>Total</b>	<b>37,340</b>	<b>36,860</b>	<b>36,560</b>	<b>35,680</b>	<b>36,290</b>

*of which:*

### 16 - 29 Years of Age

LGB	50	60	70	90	140
Heterosexual	1,340	1,250	1,200	1,270	1,960
Undeclared	960	1,130	1,320	1,360	960
<b>Total</b>	<b>2,340</b>	<b>2,440</b>	<b>2,590</b>	<b>2,720</b>	<b>3,070</b>

### 30 - 39 Years of Age

LGB	90	100	110	130	180
Heterosexual	3,420	3,360	3,430	3,420	3,990
Undeclared	1,890	1,980	2,130	2,090	1,560
<b>Total</b>	<b>5,400</b>	<b>5,440</b>	<b>5,680</b>	<b>5,650</b>	<b>5,730</b>

### 40 - 49 Years of Age

LGB	140	130	120	110	170
Heterosexual	6,880	6,260	5,710	5,210	5,810
Undeclared	3,950	3,700	3,470	3,140	2,160
<b>Total</b>	<b>10,970</b>	<b>10,080</b>	<b>9,300</b>	<b>8,460</b>	<b>8,140</b>

### 50 - 59 Years of Age

LGB	120	120	140	140	170
Heterosexual	9,040	9,140	9,260	9,280	10,580
Undeclared	4,980	5,100	5,010	4,770	3,590
<b>Total</b>	<b>14,140</b>	<b>14,370</b>	<b>14,400</b>	<b>14,190</b>	<b>14,330</b>

### 60 and over Years of Age

LGB	20	30	30	30	50
Heterosexual	2,800	2,840	2,930	3,100	3,740
Undeclared	1,660	1,670	1,640	1,530	1,230
<b>Total</b>	<b>4,480</b>	<b>4,530</b>	<b>4,600</b>	<b>4,660</b>	<b>5,020</b>

Source: Defence Statistics (Civilian)

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

MOD Main	Headcount				
	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19
Christian	16,860	16,190	15,600	15,040	16,520
Non Christian	1,240	1,200	1,190	1,180	1,390
Secular	5,800	5,850	6,030	6,260	8,210
Undeclared	13,440	13,620	13,740	13,190	10,160
<b>Total</b>	<b>37,340</b>	<b>36,860</b>	<b>36,560</b>	<b>35,680</b>	<b>36,290</b>
<i>of which:</i>					
<b>Non Industrial</b>					
Christian	14,520	14,010	13,610	13,290	14,660
Non Christian	1,060	1,030	1,040	1,040	1,240
Secular	5,070	5,160	5,380	5,650	7,430
Undeclared	10,850	11,180	11,510	11,340	8,800
<b>Total</b>	<b>31,500</b>	<b>31,380</b>	<b>31,550</b>	<b>31,320</b>	<b>32,130</b>
<b>Senior Civil Service</b>					
Christian	80	80	80	100	110
Non Christian	~	~	~	~	~
Secular	40	40	40	40	60
Undeclared	60	80	80	70	50
<b>Total</b>	<b>190</b>	<b>200</b>	<b>210</b>	<b>210</b>	<b>220</b>
<b>Band B</b>					
Christian	720	730	780	800	950
Non Christian	40	40	40	50	70
Secular	260	260	290	320	460
Undeclared	670	740	760	810	650
<b>Total</b>	<b>1,700</b>	<b>1,770</b>	<b>1,880</b>	<b>1,980</b>	<b>2,130</b>
<b>Band C</b>					
Christian	4,460	4,350	4,250	4,200	4,660
Non Christian	280	300	300	310	400
Secular	1,620	1,730	1,840	1,940	2,550
Undeclared	3,590	3,600	3,660	3,710	3,160
<b>Total</b>	<b>9,950</b>	<b>9,970</b>	<b>10,050</b>	<b>10,160</b>	<b>10,770</b>
<b>Band D</b>					
Christian	2,960	2,850	2,770	2,720	3,010
Non Christian	210	210	230	230	260
Secular	1,130	1,140	1,160	1,220	1,580
Undeclared	2,140	2,230	2,280	2,200	1,630
<b>Total</b>	<b>6,440</b>	<b>6,420</b>	<b>6,430</b>	<b>6,360</b>	<b>6,480</b>
<b>Band E</b>					
Christian	6,280	5,990	5,710	5,460	5,900
Non Christian	530	480	470	450	510
Secular	2,010	1,980	2,050	2,130	2,760
Undeclared	4,330	4,500	4,670	4,520	3,260
<b>Total</b>	<b>13,150</b>	<b>12,950</b>	<b>12,900</b>	<b>12,550</b>	<b>12,430</b>
<b>Industrial</b>					
Christian	2,340	2,180	1,990	1,750	1,860
Non Christian	180	170	150	140	150
Secular	730	690	650	620	780
Undeclared	2,590	2,430	2,230	1,860	1,370
<b>Total</b>	<b>5,840</b>	<b>5,470</b>	<b>5,020</b>	<b>4,360</b>	<b>4,160</b>

Source: Defence Statistics (Civilian)

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

MOD Main	Headcount				
	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19
Christian	16,860	16,190	15,600	15,040	16,520
Non Christian	1,240	1,200	1,190	1,180	1,390
Secular	5,800	5,850	6,030	6,260	8,210
Undeclared	13,440	13,620	13,740	13,190	10,160
<b>Total</b>	<b>37,340</b>	<b>36,860</b>	<b>36,560</b>	<b>35,680</b>	<b>36,290</b>

*of which:*

### 16 - 29 Years of Age

Christian	550	480	440	450	620
Non Christian	60	50	50	60	90
Secular	690	700	700	780	1,310
Undeclared	1,040	1,210	1,400	1,440	1,040
<b>Total</b>	<b>2,340</b>	<b>2,440</b>	<b>2,590</b>	<b>2,720</b>	<b>3,070</b>

### 30 - 39 Years of Age

Christian	1,780	1,700	1,660	1,590	1,750
Non Christian	230	230	220	220	280
Secular	1,340	1,360	1,470	1,540	1,960
Undeclared	2,050	2,140	2,320	2,290	1,760
<b>Total</b>	<b>5,400</b>	<b>5,440</b>	<b>5,680</b>	<b>5,650</b>	<b>5,730</b>

### 40 - 49 Years of Age

Christian	4,700	4,160	3,700	3,250	3,420
Non Christian	410	370	340	320	350
Secular	1,820	1,760	1,670	1,590	1,980
Undeclared	4,030	3,800	3,590	3,280	2,390
<b>Total</b>	<b>10,970</b>	<b>10,080</b>	<b>9,300</b>	<b>8,460</b>	<b>8,140</b>

### 50 - 59 Years of Age

Christian	7,250	7,270	7,180	7,040	7,630
Non Christian	420	430	460	450	510
Secular	1,630	1,700	1,820	1,940	2,410
Undeclared	4,850	4,970	4,950	4,750	3,780
<b>Total</b>	<b>14,140</b>	<b>14,370</b>	<b>14,400</b>	<b>14,190</b>	<b>14,330</b>

### 60 and over Years of Age

Christian	2,570	2,580	2,630	2,700	3,100
Non Christian	130	120	120	130	160
Secular	310	340	360	400	550
Undeclared	1,470	1,500	1,480	1,420	1,210
<b>Total</b>	<b>4,480</b>	<b>4,530</b>	<b>4,600</b>	<b>4,660</b>	<b>5,020</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 April 2015 to 2019

	Percentage					2015 to 2019 ppt change
	Apr-15	Apr-16	Apr-17	Apr-18	Apr-19	
Ethnicity	84.4	82.8	81.2	79.9	84.8	0.4
Sexual Orientation	64.0	63.2	62.9	63.9	73.8	9.8
Religion / Faith	64.0	63.1	62.4	63.0	72.0	8.0
Disability*	49.9	53.6	56.6	59.0	70.5	20.5

\* The low declaration rate for disability is mainly down to the department's Human Resource Management System (HRMS) resetting in 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.

Improvements in the declaration rates for all four diversity measures from April 2018 to April 2019 are largely as a result of a policy strategy designed to encourage people to complete their diversity records. People still had the option to positively opt-out of providing details by selecting 'Choose not to declare'.

## 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.

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 validity from July 2011 to October 2018 (declaration rate below 60 per cent). DS (Civilian) worked with diversity policy colleagues to encourage people to complete their diversity records. (People still had the option to positively opt-out of providing details by selecting ‘Choose not to declare’). The declaration rate in January 2019 rose above 60 per cent, allowing the representation rate to be reported on.

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 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.

## Grade Structures

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.

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

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>

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#### Other contact points within Defence Statistics are:

Defence Expenditure Analysis	030 6793 4531	<a href="mailto:DefStrat-Econ-ESES-DEA-Hd@mod.gov.uk">DefStrat-Econ-ESES-DEA-Hd@mod.gov.uk</a>
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Naval Service Manpower	023 9254 7426	<a href="mailto:DefStrat-Stat-Navy-Hd@mod.gov.uk">DefStrat-Stat-Navy-Hd@mod.gov.uk</a>
Army Manpower	01264 886175	<a href="mailto:DefStrat-Stat-Army-Hd@mod.gov.uk">DefStrat-Stat-Army-Hd@mod.gov.uk</a>
RAF Manpower	01494 496822	<a href="mailto:DefStrat-Stat-Air@mod.gov.uk">DefStrat-Stat-Air@mod.gov.uk</a>
Tri-Service Manpower	020 7807 8896	<a href="mailto:DefStrat-Stat-Tri-Hd@mod.gov.uk">DefStrat-Stat-Tri-Hd@mod.gov.uk</a>
Civilian Manpower	020 7218 1359	<a href="mailto:DefStrat-Stat-Civ-Hd@mod.gov.uk">DefStrat-Stat-Civ-Hd@mod.gov.uk</a>
Health Information	030 6798 4423	<a href="mailto:DefStrat-Stat-Health-Hd@mod.gov.uk">DefStrat-Stat-Health-Hd@mod.gov.uk</a>

#### 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