



This statistical release presents information relating to the gender, ethnicity, nationality, religion and age of Military Personnel employed by the Ministry of Defence (MOD). This publication meets the Department's obligations under the Public Sector Equality Duty to provide information on its workforce identified by the Equality Act 2010.

Information is provided on the number of Military Personnel in (defined as the **strength**), joining (**intake**) and leaving (**outflow**) the UK Armed Forces. Statistics are included for **UK Regular Forces** and **Future Reserves 2020 (FR20)** personnel. Further statistics can be found in the **Excel Tables** which accompany this report.

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

Due to the introduction of the Defence Recruitment System, at the previous publication, all ethnicity related 1 October 2018 (and 30 September 2018) data were considered **provisional** and may be revised at a later date. These figures are confirmed in this edition.

Key Points and Trends

Gender

- ▲ **10.6%** **Female representation in the UK Regular Forces**
As at 1 April 2019
This has increased by 0.2 percentage points as part of a longer term trend since 1 April 2018 (10.4%)
- ▲ **14.6%** **Female representation in the Future Reserves 2020**
As at 1 April 2019
This has increased by 0.3 percentage points compared with 1 April 2018 (14.3%)
- ▼ **12.1%** **Of total intake into the combined UK Regular Forces and the Future Reserves 2020 were female**
in the 12 months to 31 March 2019
(A 15.0 per cent Female Intake Target for 2020 has been set - see page 3)

Ethnicity

- ▲ **7.8%** **Black, Asian and Minority Ethnic (BAME) representation in the UK Regular Forces**
As at 1 April 2019
This has increased by 0.2 percentage points compared with 1 April 2018 (7.6%)
- ◀▶ **5.5%** **BAME representation in the Future Reserves 2020**
As at 1 April 2019
This has remained stable since 1 April 2018 (5.5%)
- ▼ **7.1%** **Of total intake into the combined UK Regular Forces and Future Reserves 2020 were BAME**
in the 12 months to 31 March 2019
(A 10.0 per cent BAME Intake Target for 2020 has been set - see page 4)

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

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

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¹Nationality strength statistics and all intake and outflow statistics by diversity characteristics are not National Statistics for the Future Reserves 2020.

A full glossary and other supporting documents are available at:

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

Supplementary tables containing further statistics can be found at:

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

Introduction

This publication contains diversity information on the strength, intake and outflow of the UK Regular Forces and the Future Reserves 2020 (FR20) population, both overall and for each of the Services, including the **Royal Navy/Royal Marines (RN/RM)**, **Army** and **Royal Air Force (RAF)**. Statistics are for trained and untrained personnel unless otherwise stated. Ethnic origin and religion data are self-reported on the Joint Personnel Administration (JPA) database. Any percentages or figures quoted within this report relate to those with a known ethnic origin, religion or nationality unless otherwise stated.

Detailed statistics and historic time series can be found in the **Excel tables** which accompany this report; further historic statistics will be added in due course. In the meantime, historic statistics can be found in the following archived publications: **Monthly**, **Quarterly** and **Annual** Personnel Reports, **UK Reserve Forces and Cadets**, **Service Personnel Bulletin 2.01**, **Service and Civilian Bulletin 2.03**, **UK Armed Forces Maternity Report**, **Diversity Dashboard (Military)** and **Quarterly** and **Annual Location Statistics**. The **glossary** contains definitions of terminology used in this publication. The next edition of this publication is provisionally scheduled to be published on GOV.UK at 9:30am on 28th November 2019. A calendar of upcoming MOD statistical releases can be found on **GOV.UK**.

Note: As at last publication, due to the introduction of the Defence Recruitment System (DRS) the latest data ethnicity related data (strength as at 1 Oct 2018 and 12 months ending 30 September 2018) were considered provisional. An exercise was conducted to review and update non-disclosure cases using information from subsequent strengths data to improve the declaration rate and that it is consistent with the historic norm. Thus, ethnicity related strength and flows data as at 1 Oct 2018 and 12 months ending 30 September 2018 respectively, have been confirmed in this edition. The same matching exercise has taken place for the intake months between April 2018 and October 2018 to raise the declaration rate of the Army Regulars. The ethnicity declaration rate appears to have stabilised since October 2018 and as such a further matching exercise will not be carried out for subsequent editions of ethnicity related data. Defence Statistics Tri-Service will continue to monitor this.

A National Statistics publication

The United Kingdom Statistics Authority has designated these statistics as National Statistics, in accordance with the Statistics and Registration Service Act 2007 and signifying compliance with the Code of Practice for Official Statistics. The MOD continues to seek feedback from users to ensure this publication is meeting user needs.

Designation can be broadly interpreted to mean that the statistics:

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

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

Measuring Performance Against the 2020 Diversity Intake Targets

Background

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

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

The 2020 targets are:

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

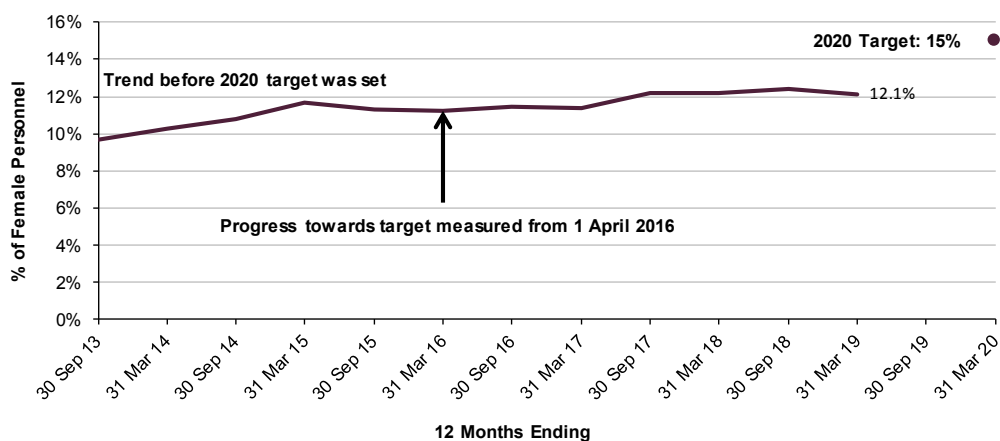
This statistical release includes monitoring of progress against these targets. Statistics are for the 12 months ending 31 March 2019. Statistics on ethnic origin are self-declared by personnel and are as recorded on the Joint Personnel Administration (JPA) database. Please see Excel Tables 30 and 31 and the single departmental plan for more information: <https://www.gov.uk/government/publications/mod-single-departmental-plan-2015-to-2020/single-departmental-plan-2015-to-2020>.

As at last publication, due to the introduction of the Defence Recruitment System (DRS) the latest data ethnicity related data (strength as at 1 Oct 2018 and 12 months ending 30 September 2018) were considered provisional. An exercise was conducted to review and update non-disclosure cases using information from subsequent strengths data to improve the declaration rate and that it is consistent with the historic norm. Thus, ethnicity related strength and flows data as at 1 Oct 2018 and 12 months ending 30 September 2018 respectively, have been confirmed in this edition.

Female Intake

Figure 1 shows that since the 12 months ending 31 March 2016, when target monitoring began, the proportion of females joining the UK Regular Forces and Future Reserves 2020 has increased by 0.9 percentage points from 11.2 per cent to 12.1 per cent. This is driven by both intake for males and females decreasing however the reduction in the number of males being greater; as a result the proportion of female intake has increased. (See table 30)

Figure 1: Progress Against Female Intake 2020 Target



Notes

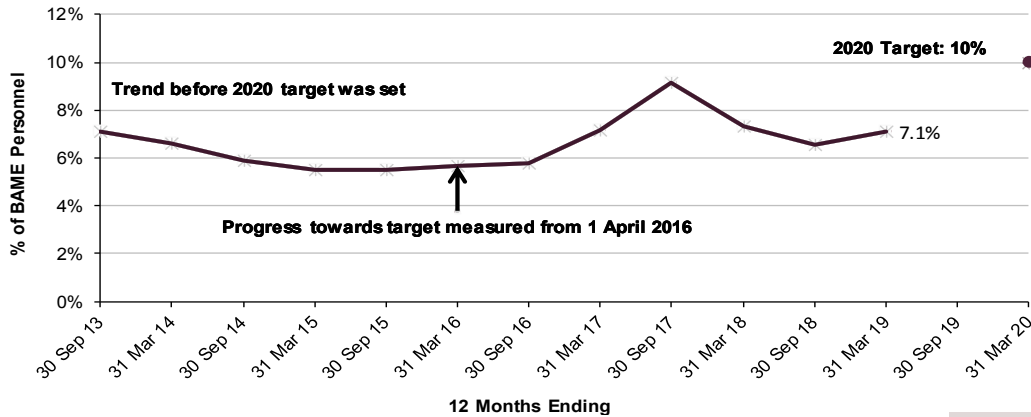
1. UK Regulars comprise Full time Service personnel, including Nursing Services, but excluding Full Time Reserve Service (FTRS) personnel, Gurkhas, mobilised Reservists, Military Provost Guard Service (MPGS), Locally Engaged Personnel (LEP), Non Regular Permanent Staff (NRPS), High Readiness Reserve (HRR) and Expeditionary Forces Institute (EFI) personnel. Unless otherwise stated, includes trained and untrained personnel.
2. Intake to UK Regular Forces comprises new entrants, re-entrants, direct trained entrants (including Professionally Qualified Officers) and intake from the reserves. It excludes all movements within the Regular Forces; including flows from the untrained to trained strength, transfers between Services and flows from Ranks to Officer due to promotion.
3. Future Reserves 2020 includes volunteer reserves who are mobilised, HRR and volunteer reserve personnel serving on ADC or FTRS contracts. Sponsored Reserves who provide a more cost effective solution than volunteer reserve are also included in the Army Reserve FR20. Non Regular Permanent Staff (NRPS), Expeditionary Forces Institute (EFI) and University Officer Cadets and Regular Reservists are excluded.
4. Intake to Future Reserves 2020 Forces comprises new entrants, Regular to Reserve transfers, Reserve re-joiners, and Reserve personnel joining from another part of the Reserves that are not included in the FR20 target population.

Measuring Performance Against the 2020 Diversity Intake Targets

BAME Intake

Figure 2 shows that since the 12 months ending 31 March 2016, when target monitoring began, the proportion of Black, Asian and Minority Ethnic (BAME) personnel joining the UK Regular Forces and Future Reserves 2020 has increased by 1.4 percentage points from 5.7 per cent to 7.1 per cent.

Figure 2: Progress Against BAME Intake 2020 Target



The recent decline in the percentage of BAME personnel intake can be largely explained by the reduction in the number of personnel intaking from Irish and Commonwealth countries to the Armed Forces. The main contributor being the intake to the UK Regular Forces.

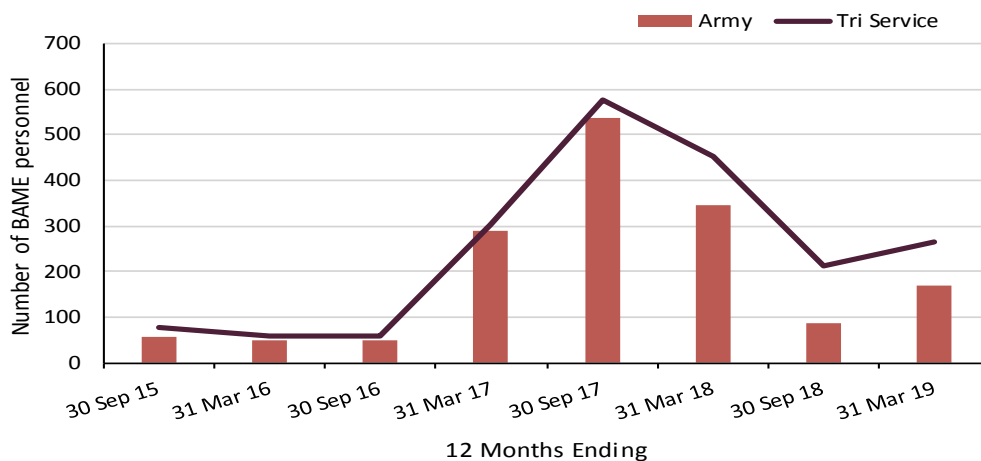
This decline in the percentage of BAME personnel comes after the peak in the 12 months ending 30 September 2017; driven by an increase in recruits from Irish and Commonwealth countries.

A total of 96.2 per cent of intake into the UK Regular Forces and the Future Reserves 2020 combined, had a known ethnicity on intake in the 12 months to 31 March 2019.

Figure 3 shows that in the 12 months ending 31 March 2019; BAME intake to the UK Regular Forces from Irish and Commonwealth countries has declined by 190 personnel when compared against the same 12 months in 2018.

The initial decline has been driven by Army intake. BAME Army Intake from Irish and Commonwealth countries has decreased by 180 personnel in the 12 months ending 31 March 2019 compared with the 12 months ending 31 March 2018.

Figure 3: BAME intake to UK Regular Forces from Irish and Commonwealth countries



In July 2013, the MOD re-imposed a five year UK residency criteria for Commonwealth citizens wishing to join the Armed Forces; having previously waived the criteria in 1998. In May 2016 a limited waiver of the residency was introduced to allow the recruitment of up to 200 Commonwealth citizens per annum into skill shortage roles.

On 5 November 2018, the MOD announced that it has now removed the five year residency criteria for up to 1,350 personnel per year. This announcement may in part have caused the increase in the commonwealth intake in the second half of the 12 months ending 31 Mar 2019 (<https://www.gov.uk/government/news/armed-forces-to-step-up-commonwealth-recruitment>).

Gender

UK Regular Forces and Future Reserves 2020 Strengths

For full definitions on **UK Regular Forces** and **Future Reserves 2020** see [Glossary](#)

At 1 April 2019, 10.6 per cent of the UK Regular Forces were female (15,340 personnel), as part of a longer term increasing trend since April 2017. Figure 4 shows that the RAF has the greatest proportion of female personnel followed by the RN/RM and the Army. This is partly explained by historic restrictions on roles available to women and the nature of the roles in each of the Services which; it was announced would be lifted in 2016 (see Background, page 13).

In comparison, 14.6 per cent of the Future Reserves 2020 were female (5,320 personnel), 4.0 percentage points higher than the UK Regular Forces. The number of females in the Future Reserves 2020 has increased faster than the males and as a result the proportion of females has increased since 1 October 2012. Figure 4 shows that the RAF has the greatest female representation for both UK Regular Forces and the Future Reserves 2020.

Figure 4: Proportion of Females in the UK Regular Forces and Future Reserves 2020, at 1 April 2019

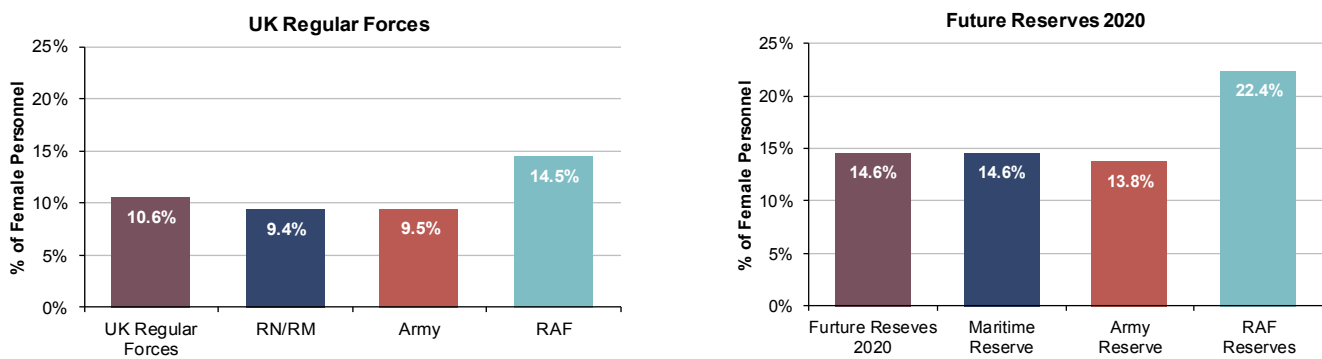
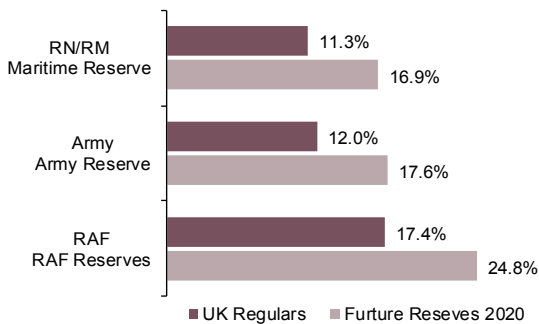


Figure 5: Proportion of Female Officers in the UK Regulars and Future Reserves 2020, as at 1 April 2019



At 1 April 2019 there was a greater proportion of female Officers in the Future Reserves 2020 (18.1 per cent) than the UK Regular Forces (13.3 per cent). Compared with the UK Regular Forces, the Future Reserves 2020 has a higher female representation of Officers in every Service as shown in Figure 5. This pattern has remained stable since October 2012.

Since October 2012, the proportion of female Officers in the UK Regular Forces and the Future Reserves 2020 has increased by 1.1 percentage points. There has been a sharp increase of 8.1 percentage points in the proportion of female Officers in the RAF Reserves (however much of this occurred before targets were set) whereas the proportion in the Maritime Reserve and Army Reserve have decreased by 1.0 and 1.3 percentage points respectively.

Figure 6: UK Regular Forces split by Gender and NATO Rank, as at 1 April 2019

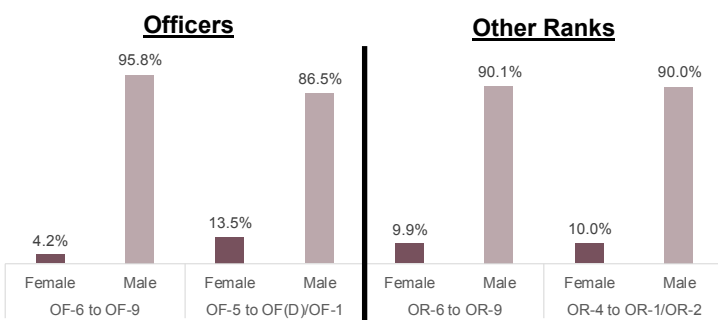


Figure 6 shows the representation of females in the UK Regular Forces by NATO rank. Within Other Ranks, there is a fairly similar proportion of females across the senior (9.9 per cent) and junior (10.0 per cent) NATO ranks. However, within the Officers Rank, female representation in Junior Officer ranks is 9.3 percentage points higher than the Senior Officers.

Gender

Intake and Outflow

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

UK Regular Forces

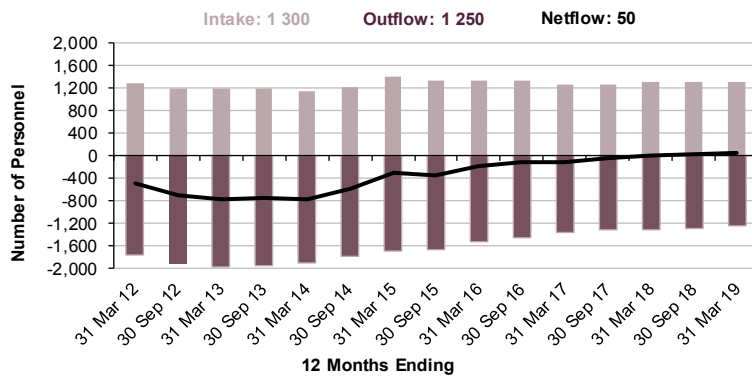
In the 12 months to 31 March 2019, 1,300 female personnel joined the UK Regular Forces; 10.4 per cent of total intake. This has decreased by 0.3 percentage points compared with the 12 months to 31 March 2018. Intake of female personnel is higher for Officers (17.6 per cent), than for Other Ranks (9.5 per cent).

In the 12 months to 31 March 2019, female intake was:

- ⇒ 280 personnel (8.9 per cent) into the RN/RM
- ⇒ 640 personnel (9.2 per cent) into the Army
- ⇒ 390 personnel (16.5 per cent) into the RAF

Figure 7 shows that slightly more females are joining the UK Regular forces than that are leaving. Female personnel accounted for 8.6 per cent of all outflow from the UK Regular Forces in the 12 months to 31 March 2019, this has remained stable since the 12 months to 31 March 2018 (8.7 per cent).

Figure 7: Female Intake to, Outflow and Net flow from the UK Regular Forces in the 12 months ending 31 March 2019



Future Reserves 2020

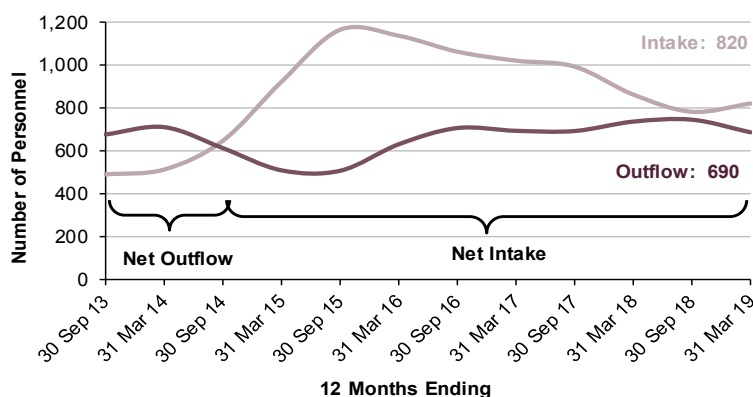
In the 12 months to 31 March 2019, 820 female personnel joined the Future Reserves 2020; this is 16.3 per cent of total intake. Intake of female personnel is higher for Officers (18.4 per cent), than for Other Ranks (15.9 per cent).

In the 12 months to 31 March 2019, female intake was:

- ⇒ 150 personnel (17.2 per cent) into the FR20 Maritime Reserve population
- ⇒ 490 personnel (13.9 per cent) into the FR20 Army Reserve population
- ⇒ 180 personnel (29.9 per cent) into the FR20 RAF Reserve population

Figure 8 shows that the number of females joining the Future Reserves 2020 has decreased by 50 personnel since the 12 months to 31 March 2018. The number of female personnel joining the Future Reserves 2020 (intake) was initially lower than the number of females leaving (outflow). Since October 2014, more people have been joining than leaving; hence the strength of the Future Reserves 2020 has increased.

Figure 8: Female Intake to and Outflow from the Future Reserves 2020, in the years to 31 March 2019



Ethnic Origin and Nationality

UK Regular Forces and Future Reserves 2020 Strengths

Black, Asian and Minority Ethnic (BAME) personnel accounted for 7.8 per cent of the UK Regular Forces (11,180 personnel), at 1 April 2019. Since 2009, Gurkha personnel have been able to transfer into the Army; and the number of trade trained personnel reporting a Nepalese nationality has increased from 520 as at 1 April 2012 to 860 as at 1 April 2019 almost all of whom are UK Regular personnel in the Army, see Table 5a.

Declaration of **ethnic origin** is not mandatory for Armed Forces personnel. These statistics relate to personnel with a **known** ethnicity. At 1 April 2019, the percentage of personnel who declared an ethnicity was:

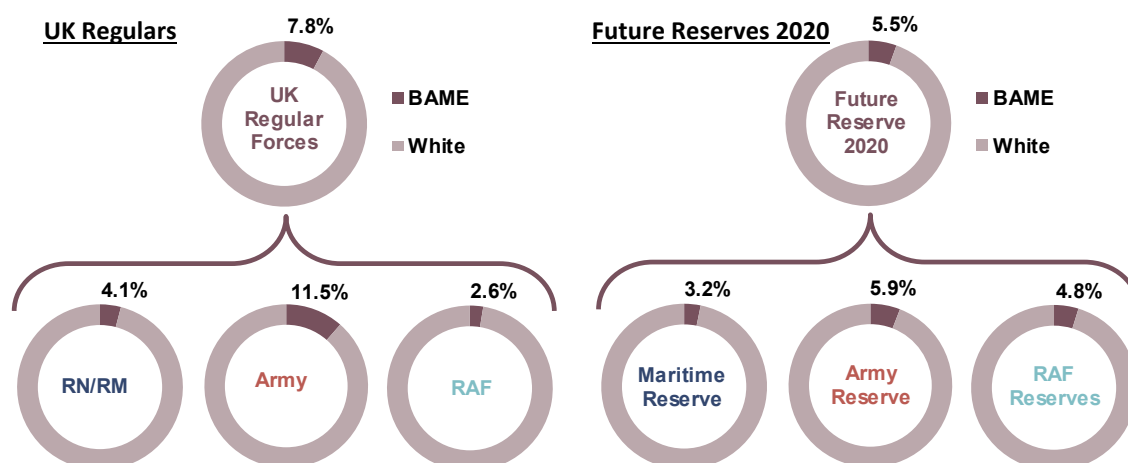
UK Regulars Forces	99.2%
Future Reserves 2020	99.0%

As at 1 April 2019, 5.5 per cent of the Future Reserves 2020 (1,990 personnel) declared a BAME ethnicity.

For both the UK Regular Forces and the Future Reserves 2020, the Army and Army Reserve represent the largest parts of the UK Armed forces and also have the greatest proportion of BAME personnel; accounting for more than 81 per cent of all BAME personnel.

As at 1 April 2019, 95.7 per cent of the UK Regular Forces and 98.7 per cent of the Future Reserves 2020 had a UK Nationality. The difference in Nationality between the UK Regular Forces and the Future Reserves 2020 can partially be explained by different eligibility requirements (see background page 13).

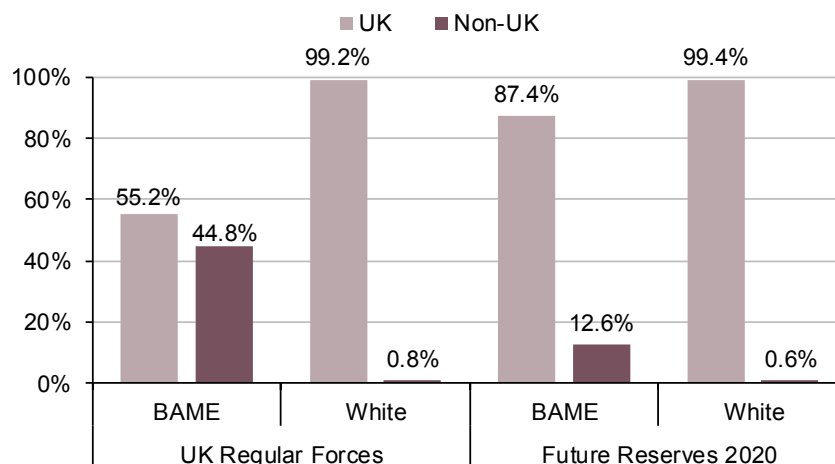
Figure 9: Ethnicity of UK Regular and Future Reserves 2020 Personnel as at 1 April 2019



At 1 April 2019, BAME personnel represented:

- ⇒ 2.5 per cent of Officers and 9.0 per cent of Other Ranks in the UK Regular Forces. Compared to April 2018 this has remained stable for the Officers and is part of a longer term increasing trend for the Other ranks
- ⇒ 4.1 per cent of Officers and 5.9 per cent of Other Ranks in the Future Reserves 2020. Since April 2018 this has remained stable for the Officers and Other ranks

Figure 10: Percentage of BAME and White personnel with UK and Non-UK Nationalities as at 1 April 2019



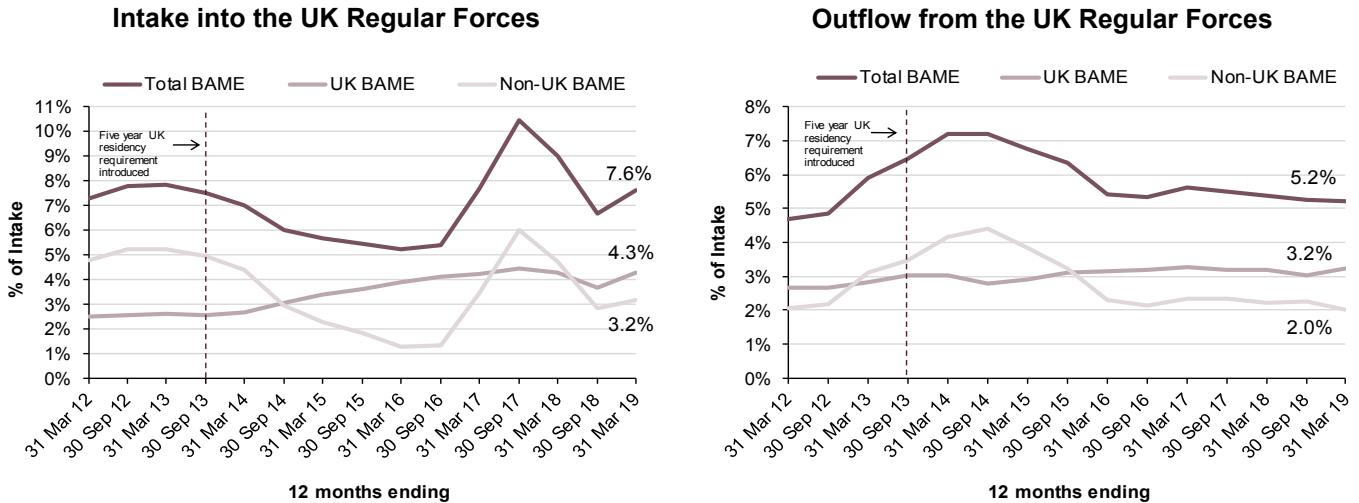
Ethnic Origin and Nationality

Intake and Outflow

UK Regular Forces

BAME personnel accounted for 7.6 per cent of intake into the UK Regular Forces in the 12 months to 31 March 2019, see Figure 11. In the 12 months ending 31 March 2019, the proportion of BAME personnel of a Non-UK Nationality joining the UK Regular Forces has decreased from 52.4 per cent to 42.5 per cent against the same time period last year, which is largely explained by the reduction to which the Army is utilising its foreign and commonwealth quota as mentioned on page 4.

Figure 11: BAME, UK BAME and Non-UK BAME Intake to and Outflow from UK Regular Forces



BAME personnel represented 5.2 per cent of outflow from the UK Regular Forces in the 12 months to 31 March 2019, and has decreased by 0.2 percentage points as part of a longer term decreasing trend when compared against 12 months ending 31 March 2018 (Figure 11).

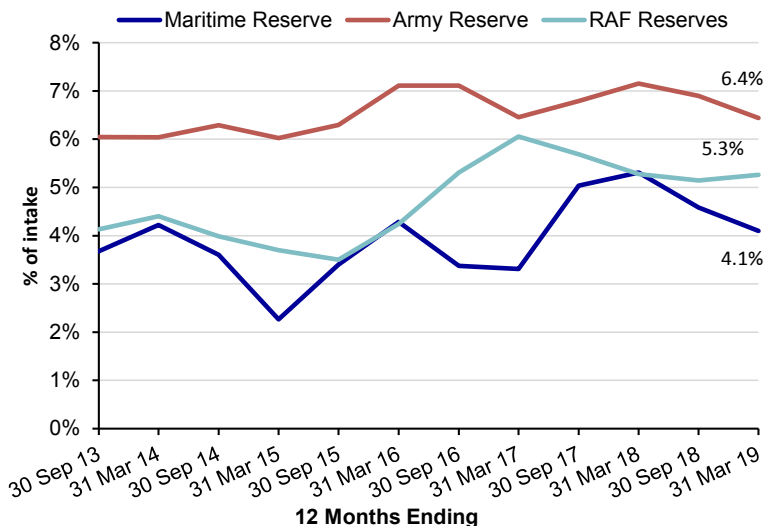
Future Reserves 2020

BAME personnel represent 5.9 per cent of intake in the 12 months ending 31 March 2019, this has decreased by 0.8 percentage points since the 12 months ending 31 March 2018.

Figure 12 shows that since the 12 months ending 31 March 2018 the proportion of intake who are BAME into:

- ⇒ The FR20 Maritime Reserve population has decreased by 1.2 percentage points to 4.1 per cent
- ⇒ The FR20 Army Reserve population has decreased by 0.8 percentage points to 6.4 per cent
- ⇒ The FR20 RAF Reserve population has remained stable at 5.3 per cent

Figure 12: BAME intake to the Future Reserve 2020 by Service



Age

UK Regular Forces and Future Reserves 2020 Strengths

As at 1 April 2019, 23.8 per cent of the UK Regular Forces and 12.1 per cent of the Future Reserves 2020 were under 25 years old. In the last year, this has remained stable in the UK Regulars and decreased by 1.2 percentage points in the Future Reserves 2020. Of the Officers, 7.2 per cent of the UK Regular Forces and 4.9 per cent of the Future Reserves 2020 were under 25 years old.

Average age statistics are calculated using the mean. Age is age at last birthday. Average ages as at 1 April 2019 were:

	Total	Officer	Other Ranks
UK Regular Forces	31	37	30
Future Reserves 2020	37	44	36

Figure 15 indicates that Officers in the UK Regulars are generally younger than Officers in the Future Reserves 2020. As at 1 April 2019 the average age for Officers in the UK Regular Forces was 37 years old compared to the Future Reserves 2020 where the average age was 44 years old.

Figure 16 shows that the average age of Other Ranks in the UK Regular Forces is also generally younger than the Future Reserves 2020. As at 1 April 2019 the average age for the UK Regular Forces Other Ranks was 6 years younger than the Future Reserves 2020.

In the 12 months to 31 March 2019, over 56% of those joining the Future Reserves 2020 had previously served in the UK Armed Forces ([Quarterly Service Personnel Statistics](#), table 7b). This could explain, in part, why the age profile is higher for the Future Reserves 2020.

Figure 15: Age of Officers in the UK Regular Forces and the Future Reserves 2020, as at 1 April 2019

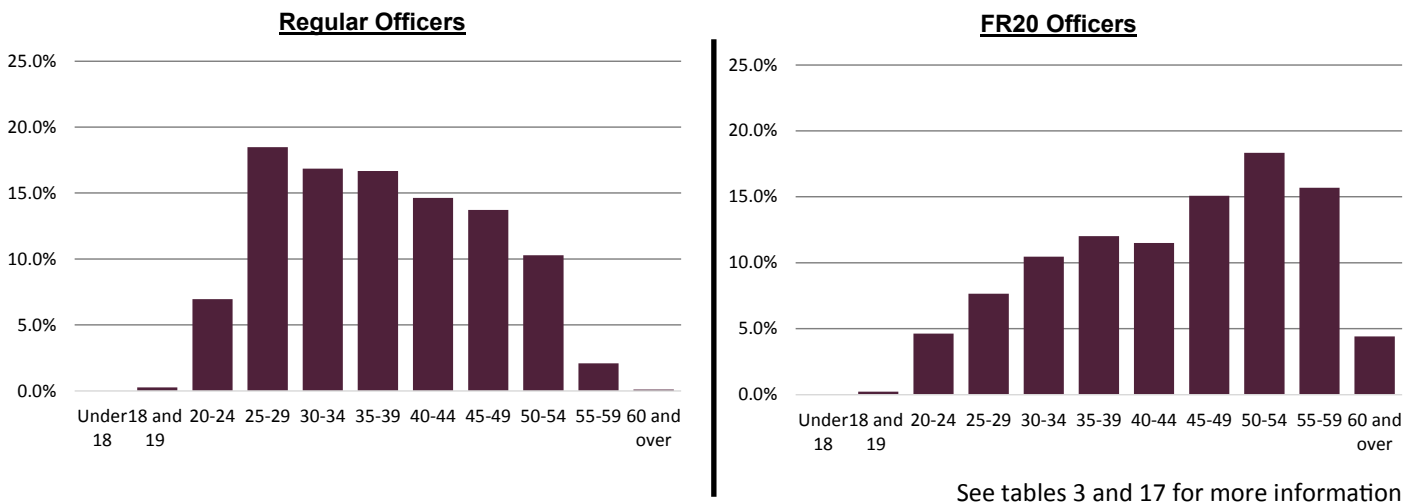
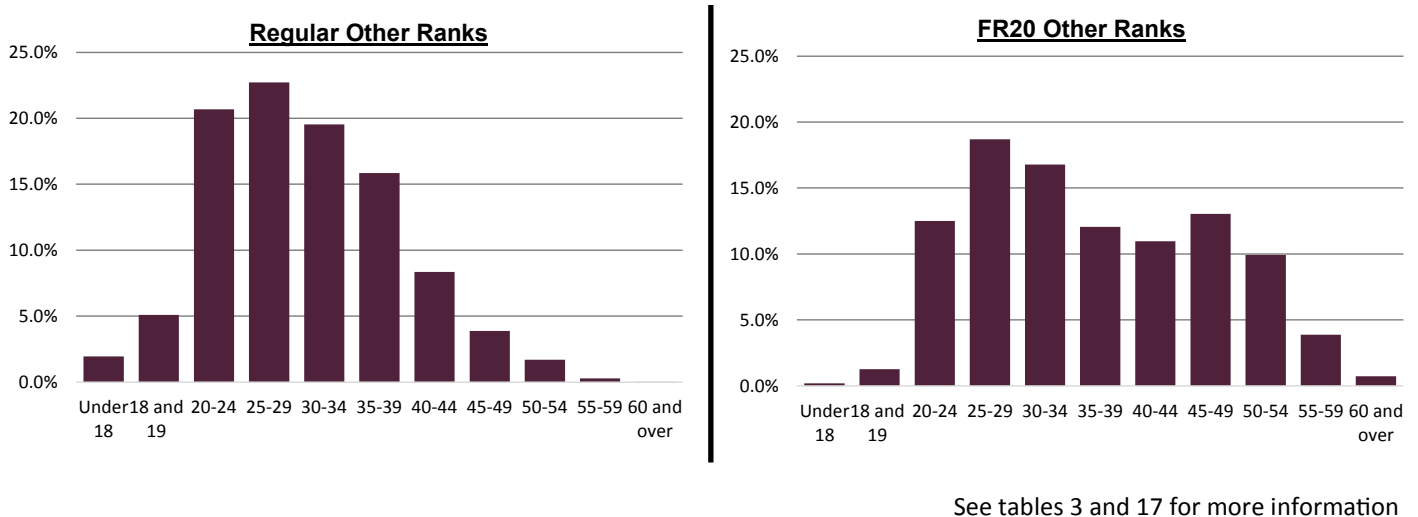


Figure 16: Age of Other Ranks in the UK Regular Forces and the Future Reserves 2020, as at 1 April 2019



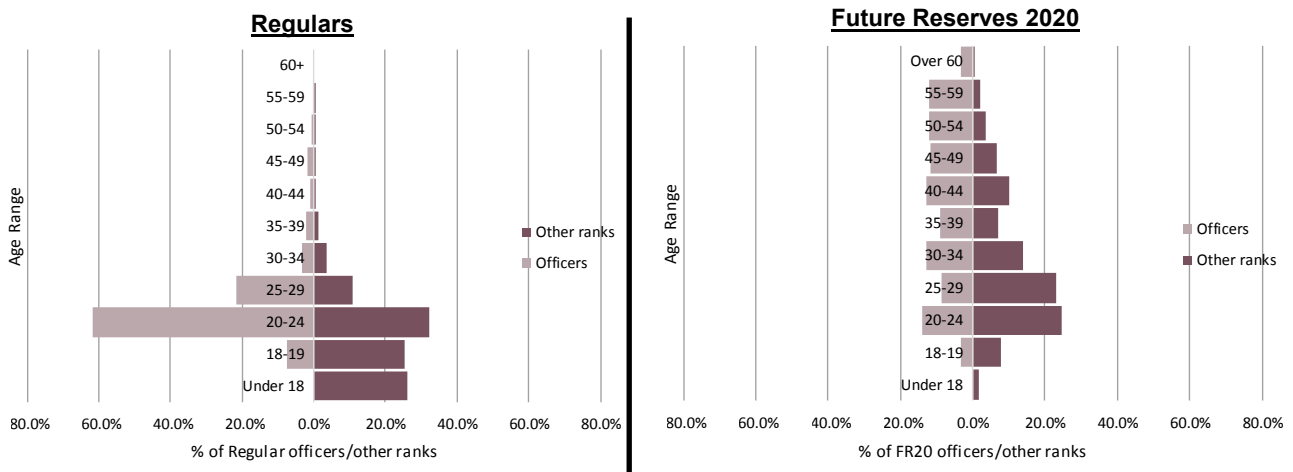
Age

Intake and Outflow

In the 12 months ending 31 March 2019, 11.3 per cent of intake to the UK Regular Forces were Officers (1,420 personnel). Figure 17 shows that, of this total, 9.9 per cent were aged 30 and over and the remaining 90.1 per cent were aged 18 to 29. UK Regular Officer intake age profiles are heavily influenced by personnel joining having left higher education, with 60.8 per cent of all officer intake occurring between ages 20 and 24. Similarly regular Other Ranks are heavily influenced by those leaving secondary or tertiary education with over half of UK Regular other ranks intaking under the age of 20.

In the 12 months ending 31 March 2019, 15.8 per cent of intake to the Future Reserves 2020 were Officers (790 personnel). Figure 18 shows that, of this total, just over three quarters were aged 30 and over and the remaining quarter were aged 18 to 29. Within this time period, personnel aged 20-24, have had the highest intake and outflow. There is a larger intake of personnel in the age group of over 50 in comparison to the UK Regular Forces, this could be explained by the different eligibility requirements between UK Regulars Forces and Future Reserves 2020.

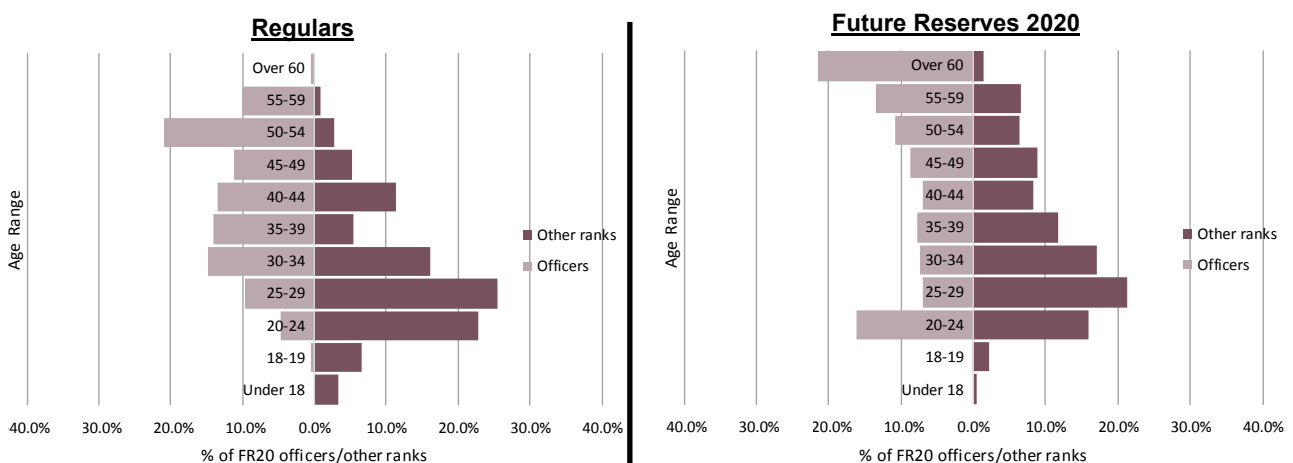
Figure 17: UK Regulars and Future Reserves 2020 intake by Age for the 12 months ending 31 March 2019



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

A notable peak in the outflow for UK Regular Officers can be seen at ages 50-54. Pre-2015, a full career engagement lasted until age 55; a limited number of Armed Forces personnel could serve beyond the age of 55. The Proportion of officers exiting the Future Reserves 2020 over the age of 50 is high just under half. This may be due to the terms and conditions being different for joining the FR20 Reserves as opposed to the UK Regulars.

Figure 18: UK Regulars and Future Reserves 2020 outflow by Age for the 12 months ending 31 March 2019



Religion

UK Regular Forces and Future Reserves 2020 Strengths

At 1 April 2019, 67.9 per cent of the UK Regular Forces and 72.6 per cent of the Future Reserves 2020 declared a Christian religion. Both have seen a decrease in the last year of 2.8 and 1.3 percentage points respectively, which is also in line with the long term decreasing trend.

Declaration of **Religion** is not mandatory for Armed Forces personnel. These statistics only relate to personnel who have made a declaration. At 1 April 2019 the proportion of personnel who had made a declaration was:

UK Regular Forces	99.9%
Future Reserves 2020	98.1%

Figure 13: Religion of the UK Regular Forces and Future serves 2020 as at 1 April 2019

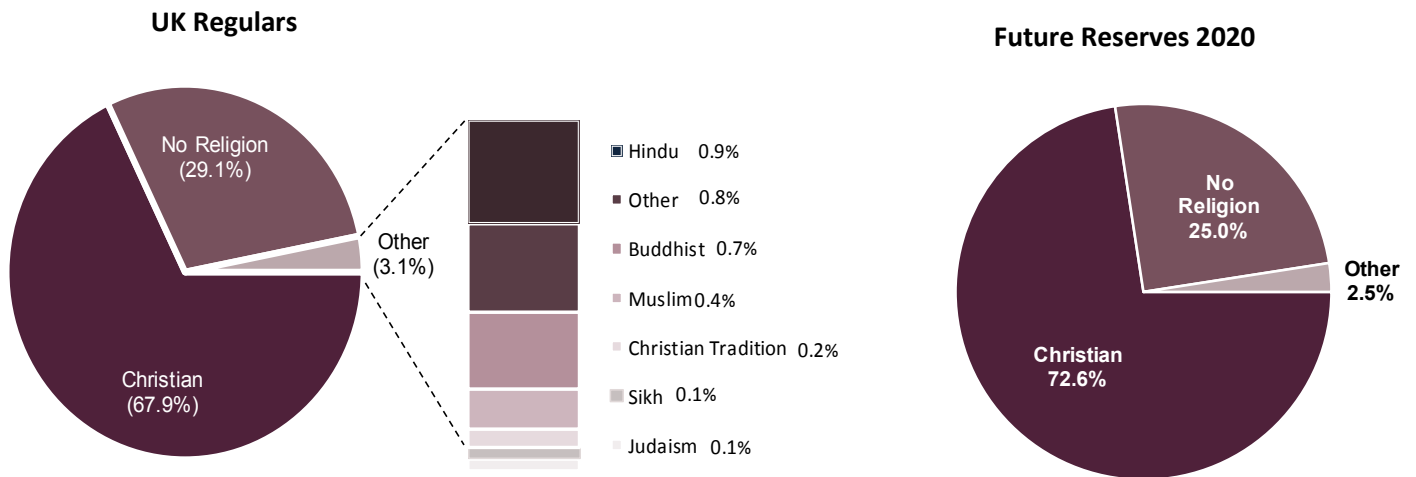


Figure 14: UK Regular and Future Reserves 2020 declaring no religion 1 October 2012– 1 April 2019

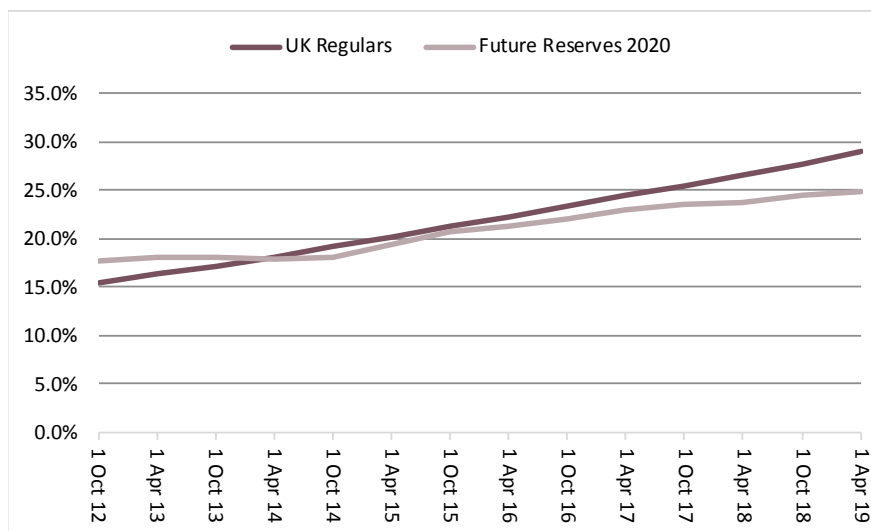


Figure 14 shows the percentage of UK Regular and Future Reserve 2020 personnel who declare “No Religion” on JPA. It shows an increasing trend in both regulars and reserves. In the Regulars it has increased from 15.5 per cent as at 1 October 2012 to 29.1 per cent at 1 April 2019; Similarly for the reserves it has increased from 17.7 per cent as at 1 October 2012 to 25.0 per cent at 1 April 2019.

Sexual Orientation (Declaration Rates)

UK Regular Forces

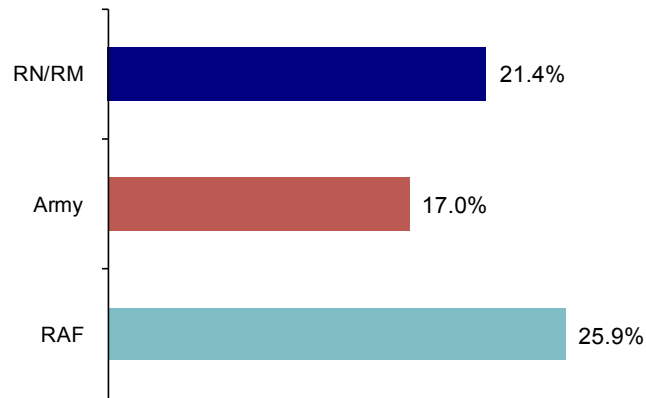
As at 1 April 2019, 20.0 per cent of Regular service personnel declared a sexual orientation. There were 25.3 per cent of Officers and 18.8 per cent of Other Ranks declaring a sexual orientation.

Figure 19 shows a service breakdown of the overall declaration rate across the UK Regular Forces, with RAF having the highest rate (25.9 per cent), followed by Royal Navy/Royal Marines and Army at 21.4 and 17.0 per cent respectively.

Declaration of **sexual orientation** is not mandatory for Armed Forces personnel. These statistics relate to personnel with a **known** sexual orientation. As at 1 April 2019, the percentage of personnel who declared a sexual orientation was:

UK Regular Forces	20.0%
Future Reserves 2020	6.0%

Figure 19: Declaration rate across UK Regular Forces split by service, as at 1 April 2019

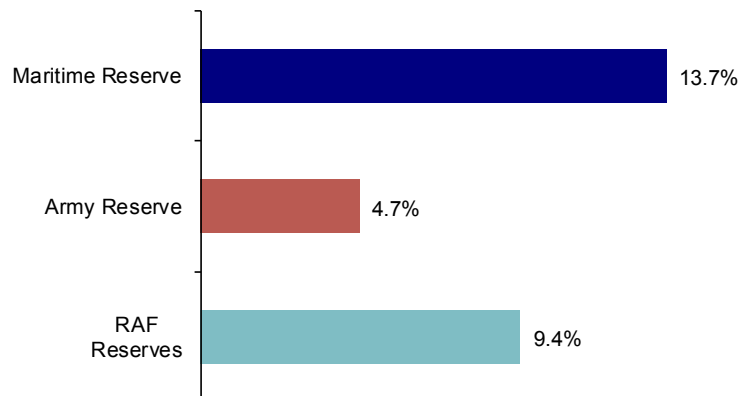


Future Reserves 2020

As at 1 April 2019, 6.0 per cent of FR20 service personnel have declared a sexual orientation. The declaration rate is higher amongst officers (11.9 per cent) when compared with Other Ranks (4.5 per cent).

Figure 20 shows the breakdown of the declaration rate by each service. FR20 Maritime Reserve have the highest proportion (13.7 per cent), followed by FR20 RAF Reserves and FR20 Army Reserves at 9.4 and 4.7 per cent respectively.

Figure 20: Declaration rate across Future Reserves 2020 split by service, as at 1 April 2019



The sexual orientation breakdowns, recorded on JPA, will be provided in future edition of this publication once declaration rates reach a high enough percentage to be representative.

Background and Context

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

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

Army Trained Strength

On 29th June 2016, the MOD [announced](#) that the Army will in future plan to use Regular and Reserve Phase 1 trained personnel in response to crises within the UK. Following this, the term 'Trained Strength' will include all Army personnel trained in the core function of their Service (i.e. those who have completed Phase 1 training). The MOD has [consulted](#) on these changes and the resultant impact it will have on this publication and a consultation response was published on 7 November 2016.

Army personnel who have completed Phase 1 training (basic Service training) but not Phase 2 training (trade training), are now considered Trained personnel. This change will enable the Army to meet the SDSR 15 commitment to improve support to UK resilience. The Trained Strength definition for the Royal Navy, RAF, Maritime Reserve and RAF Reserves has not changed, reflecting the requirement for their personnel to complete Phase 2 training to be able to fulfil the core function of their respective Services.

Recent changes to the structure of the UK Armed Forces

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

On 23rd November 2015, the MoD published the National Security Strategy and Strategic Defence and Security Review 2015. SDSR 2015 outlines plans to uplift the size of the Regular Armed Forces, setting targets for a strength of 82,000 for the Army, and increasing the Royal Navy/Royal Marines (RN/RM) and RAF by a total of 700 personnel. The [SDSR 2015 Defence Key Facts](#) booklet announced new targets for 2020 for each of the Services. In parallel, there have been increases in the Reserve populations; the [Future Reserves 2020 \(FR20\) programme](#) aims to increase the size of the Reserve Forces. Further personnel statistics and information on these changes can be found in [Quarterly Service Personnel Statistics](#).

Gender

The former Prime Minister announced on 8 July 2016 that the exemption on women serving in ground close combat roles would be lifted, with roles opening up on an incremental basis starting with the Royal Armoured Corps. The decision to lift the exclusion was on the basis of equality of opportunity and maximising talent. Roles that were previously excluded to women were the Royal Marines General Service, the Household Cavalry and Royal Armoured Corps, the Infantry and the Royal Air Force Regiment. From November 2016 women are able to join the Royal Armoured Corps, both Regular and Reserve. The remaining ground close combat roles will open to women in late 2018, once additional health mitigations are in place. The RAF brought this forward and the RAF Regiment opened to women on 1 September 2017. There are no quotas for women joining GCC roles and applications are treated in the same way as for all other roles; additionally, there has been no lowering of standards for women joining GCC roles, see link for further information <https://www.gov.uk/government/news/raf-opens-close-combat-role-to-women-ahead-of-schedule>. The Armed Forces are exempt from elements of the employment provisions of the Equality Act 2010 for reasons of combat effectiveness.

Ethnic origin and Nationality

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

More recently, this residency requirement has been waived to allow for 200 Commonwealth citizens per annum to be recruited to fill a limited number of roles in the Regular Armed Forces which require specialist skills. For further information, see the written statement by Minister of State for the Armed Forces on 12 May 2016 and the links below. <http://www.parliament.uk/business/publications/written-questions-answers-statements/written-statement/Commons/2016-05-12/HCW5726/>

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

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

Information on the nationality eligibility criteria for each of the Services is available at:

<http://www.royalnavy.mod.uk/careers/joining/get-ready-to-join>

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

<https://www.raf.mod.uk/recruitment/how-to-apply/eligibility-check/>

Further Information

Symbols

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

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

Rounding

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

Additionally, totals and sub-totals are rounded separately and so may not equal the sums of their rounded parts. Percentages are calculated from unrounded data and presented to one decimal place.

The MOD Disclosure Control and Rounding policy is published on GOV.UK at the following link:

<https://www.gov.uk/government/publications/defence-statistics-policies>

Revisions

Corrections to the published statistics will be made if errors are found, or if figures change as a result of improvements to methodology or changes to definitions. When making corrections, we will follow the Ministry of Defence [Statistics Revisions and Corrections Policy](#). All corrected figures will be identified by the symbol “r”, and an explanation will be given of the reason for and size of the revision. Corrections which would have a significant impact on the utility of the statistics will be corrected as soon as possible, by reissuing the publication. Minor errors will also be corrected, but for convenience these corrections may be timed to coincide with the next annual release of the publication.

As at last publication, due to the introduction of the Defence Recruitment System (DRS) the latest data, were considered provisional and subject to review. 1 October ethnicity related data are confirmed in this edition of this publication.

A small revision took place in Table 31 of the Regular and FR20 Royal Navy/Royal Marines with an unknown ethnicity. This has been marked.

There are no regular planned revisions of this Bulletin.

Further Information

Useful definitions

Christian includes personnel declaring a Christian or Christian Tradition religion.

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

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

A full glossary is available at:

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

Contact Us

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

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

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

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Civilian Manpower	020 7218 1359	DefStrat-Stat-Civ Enquiries@mod.gov.uk
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