

## MOD Main Civilian Personnel Diversity Dashboard

Female representation	Oct-15	Oct-17	Oct-19	Oct 2015 v Oct 2019	
				ppt change	Direction
<b>MOD Main Total</b>	<b>40.3</b>	<b>42.0</b>	<b>43.0</b>	<b>2.6</b>	<b>↑</b>
<i>of which:</i>					
<b>Non Industrial</b>	<b>44.9</b>	<b>46.2</b>	<b>46.7</b>	<b>1.8</b>	<b>↑</b>
Senior Civil Service	27.1	29.8	34.4	7.3	↑
Band B	35.3	38.2	40.3	5.0	↑
Band C	39.3	42.1	44.0	4.7	↑
Band D	41.9	45.6	46.9	5.0	↑
Band E	52.3	51.3	51.0	-1.3	↓
<b>Industrial</b>	<b>15.0</b>	<b>14.9</b>	<b>13.0</b>	<b>-2.0</b>	<b>↓</b>

Black and Minority Ethnic (BAME) representation	Oct-15	Oct-17	Oct-19	Oct 2015 v Oct 2019	
				ppt change	Direction
<b>MOD Main Total</b>	<b>4.1</b>	<b>4.6</b>	<b>5.4</b>	<b>1.3</b>	<b>↑</b>
<i>of which:</i>					
<b>Non Industrial</b>	<b>4.4</b>	<b>4.9</b>	<b>5.7</b>	<b>1.3</b>	<b>↑</b>
Senior Civil Service	*	*	3.2	..	..
Band B	4.3	4.8	6.2	2.0	↑
Band C	4.4	4.8	6.1	1.7	↑
Band D	4.2	4.9	5.5	1.3	↑
Band E	4.6	4.9	5.4	0.8	↑
<b>Industrial</b>	<b>2.4</b>	<b>2.6</b>	<b>2.7</b>	<b>0.3</b>	<b>↑</b>

Lesbian, Gay & Bisexual (LGB) representation	Oct-15	Oct-17	Oct-19	Oct 2015 v Oct 2019	
				ppt change	Direction
<b>MOD Main Total</b>	<b>1.8</b>	<b>2.1</b>	<b>2.7</b>	<b>0.9</b>	<b>↑</b>
<i>of which:</i>					
<b>Non Industrial</b>	<b>1.8</b>	<b>2.2</b>	<b>2.8</b>	<b>1.0</b>	<b>↑</b>
Senior Civil Service	*	4.7	3.6	..	..
Band B	*	*	2.3	..	..
Band C	1.7	2.2	2.7	1.0	↑
Band D	1.8	2.1	3.3	1.5	↑
Band E	1.8	2.1	2.6	0.8	↑
<b>Industrial</b>	<b>*</b>	<b>*</b>	<b>2.4</b>	<b>..</b>	<b>..</b>

Religion / Faith representation	Oct-15	Oct-17	Oct-19	Oct 2015 v Oct 2019	
				ppt change	Direction
<b>MOD Main Total</b>					
Christian	70.0	67.6	62.0	-8.1	↓
Non-Christian	5.2	5.3	5.5	0.3	↑
Secular	24.8	27.0	32.5	7.7	↑
<b>Part Time representation</b>					
	<b>Oct-15</b>	<b>Oct-17</b>	<b>Oct-19</b>	<b>Oct 2015 v Oct 2019 ppt change</b>	<b>Direction</b>
<b>MOD Main Total</b>	<b>10.6</b>	<b>11.4</b>	<b>11.5</b>	<b>0.9</b>	<b>↑</b>

Age group representation	Oct-15	Oct-17	Oct-19	Oct 2015 v Oct 2019	
				ppt change	Direction
16 - 29	6.4	7.3	8.9	2.5	↑
30 - 39	14.6	15.7	16.0	1.4	↑
40 - 49	28.4	24.6	22.1	-6.3	↓
50 - 59	38.6	39.7	39.1	0.5	↑
60 & over	12.0	12.7	14.0	2.0	↑

### Disability representation

From April 2011 to October 2018 the declaration rate for disability was not sufficiently robust enough for the representation rate to be reported on. As at 1 October 2019 it was 11.9%

### Notes:

MOD Main includes all Top Level budgetary Areas (TLBs).

Representation percentages are based on known declarations. Gender and Age are 100%

Percentage point changes are based on raw percentages rather than rounded percentages.

\* = Not applicable. Declaration rates below 60 per cent do not allow for reliable analysis of representation rates.

.. = Not available.