



Ministry of Defence

Statistical Release

Published 28 May 2015

Civilian Personnel Biannual Diversity Dashboard

01 April 2015

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

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

Contents	Page
Key Points and Trends	1
Introduction	2
Definitions and Notes	3
Data Sources, Quality & Methods	3
Gender Representation	
Civilian personnel by Grade	5
Civilian personnel by Age Range	6
Disability Representation	
Civilian personnel by Grade	7
Ethnicity Representation	
Civilian personnel by Grade	8
Civilian personnel by Age Range	9
Sexual Orientation Representation	
Civilian personnel by Grade	10
Civilian personnel by Age Range	11
Religion Representation	
Civilian personnel by Grade	12
Civilian personnel by Age	14
Full Time / Part Time Status	
Civilian personnel by Grade	15
Civilian personnel by Age	16
Age Range	
Civilian personnel table	17
Civilian personnel graph	18

Key Points and Trends from 1 April 2011 to 1 April 2015

- The Female personnel representation rate has fallen 0.6 percentage points, from 38.7 per cent to 38.1 per cent.

During this time period, female representation fell to 37.1 per cent in April 2013, but has risen in each of the following years. There is a closer alignment in the distribution of female personnel compared with males in April 2015 than in April 2011 for grade Bands B to E.

- Black, Asian and Minority Ethnic (BAME) representation rate has increased by 0.8 percentage points from 3.3 per cent to 4.1 per cent. All age groups have shown a steady increase in BAME representation during this time period.

- Lesbian, Gay & Bisexual (LGB) representation rate has increased by 0.3 percentage points from 1.4 per cent to 1.7 per cent. LGB representation has increased since April 2011 for all age bands.

- Christian representation rate fell by 3.1 percentage points from 71.7 per cent to 68.6 per cent. During this period, the Non-Christian representation rate remained stable at 5.0 per cent, whilst Non-Secular presentation rose by 3.2 percentage points from 23.2 per cent to 26.4 per cent.

- The Part-time personnel representation rate has fallen by 0.4 percentage points from 10.4 per cent to 10.1 per cent. There were decreases in the representation for all age groups except those aged '59 and over' in April 2015.

- The age distribution of MOD civilian personnel has shifted, with the age group '50 to 59 years' increasing from 32.7 per cent in April 2011 to 37.0 per cent in April 2015, a rise of 4.3 percentage points. This was offset by decreases in the age group '40 to 49 years', which fell by 3.6 percentage points, and the age group '20 to 29 years', which fell by 0.7 percentage points.

Further Information: Defence Statistics Tel: 020-721-81359
Email: DefStrat-Stat-CivEnquiries@mod.uk

General Public Enquiries: [MOD Statistics Homepage](#)

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

Introduction

The Diversity Dashboard contains figures on the representation strengths and percentages of Core MOD Civilian Personnel 1 April 2015, with a focus on the protected characteristics of these personnel. It complements the Civilian Quarterly Personnel Reports (QCPR) by providing greater detail about these characteristics.

Published in April 2012 for the first time, the creation of the joint 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. 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](#)

Civilian Disability Data

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.

Definitions and Notes to tables

Core MOD Civilian Personnel

Figures are for all known, allocated core grades, and also include those with unallocated grade who are not listed elsewhere, but exclude all Trading Funds personnel, Royal Fleet Auxiliary and Locally engaged civilians.

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
Disability Status	-	Disabled
Ethnicity	-	BME
Sexual Orientation	-	LGB
Religion & Faith	-	Non Christian
Work Status	-	Part-Time

Data by individual Grade Band excludes non-industrial personnel of unknown grade, however, these personnel are included in Core MOD total and associated percentages and rates. Charts of grade distribution represent Non-industrial personnel only, whereas charts of age distribution are both Industrial and Non-industrial personnel.

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

All percentages are calculated from headcount totals (part time equivalent to one person), from unrounded figures and are shown to 1 decimal place.

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 “..”. Details of specific data issues are set out below.

Data for core MOD 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.

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’.

Across the period covered by this report since October 2010 10,740 personnel have left under the Voluntary Early Release Scheme (VERS). While this report does not look at flows it should be noted that, representation rates are inevitably affected by the diversity characteristics of those that have left.

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

Symbols and Conventions

* not applicable

.. denotes not applicable, declaration rates below 60 per cent do not allow for reliable analysis of representation rates.

- zero or rounded to zero

~ base values less than or equal to 5, no percentage has been calculated, or value is repressed to prevent disclosure of values less than or equal to 5.

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

Percentages are calculated from unrounded data.

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.

Feedback

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

Defence Statistics (Civilian) 020 721 81359

Email DefStrat-Stat-CivEnquiries@mod.uk

Visit our website at [MOD Statistics Homepage](#).

Section 1.1 - Gender representation of core MOD civilian personnel by grade.

Headcount:

	Female Representation by Broader Banded Grade (Number and Rate)				
	Apr-11	Apr-12	Apr-13	Apr-14	Apr-15
Core MOD Total	24,280	20,230	18,370	18,100	18,340
	38.7	37.4	37.1	37.7	38.1
Non Industrial	22,130	18,850	17,190	16,960	17,260
	42.6	41.5	41.2	42.1	42.2
SCS	50	50	60	60	60
	19.2	21.9	23.9	23.4	25.5
Band B	630	590	620	720	840
	25.1	26.0	27.0	29.8	30.3
Band C	5,370	4,980	4,940	5,160	5,420
	31.3	31.9	33.0	34.3	35.4
Band D	4,050	3,570	3,400	3,400	3,450
	39.8	39.2	40.2	40.9	41.5
Band E	12,020	9,640	8,150	7,620	7,460
	54.9	53.1	51.9	53.4	52.8
Industrial	2,150	1,380	1,180	1,130	1,090
	19.9	15.8	15.2	14.8	14.8
Skill Zones 1-4	2,120	1,350	1,160	1,120	1,070
	21.9	17.6	17.0	16.8	16.9
Other Industrials	30	30	20	10	20
	2.4	2.5	2.2	1.4	1.6

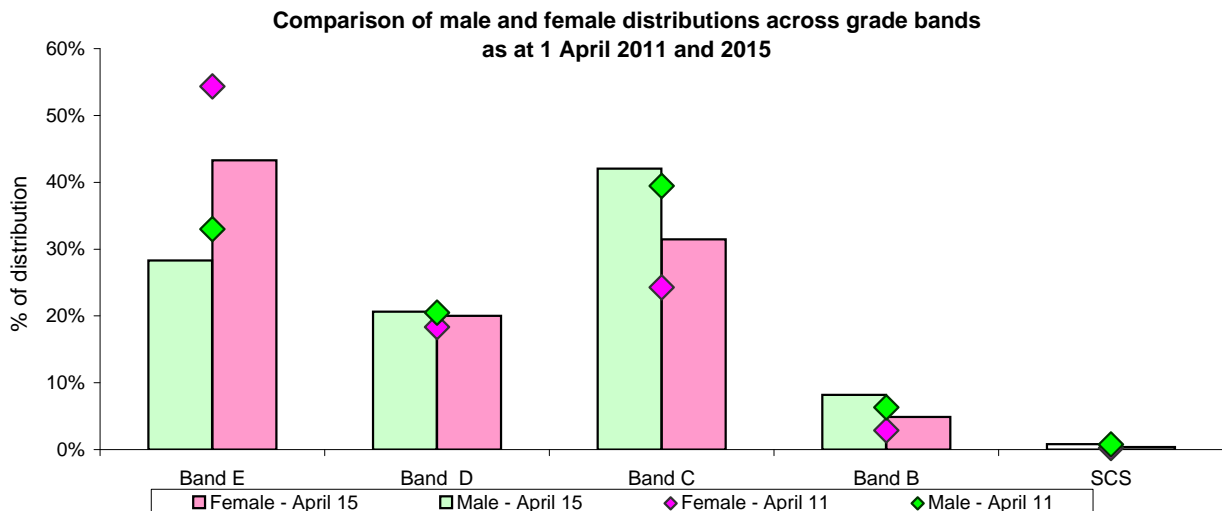
Source: Defence Statistics (Civilian)

The female representation of core MOD civilian personnel fell by 0.6 percentage points between April 2011 and April 2015, with a fall in female personnel of 24.4 per cent (5,940 personnel) across the period. Female representation increased by 1.0 percentage points between April 2013 and April 2015, primarily due a reduction in the number of male personnel (1,260) while the number of female personnel remained constant.

Female representation for grade bands D to SCS have all increased in April 2015 in comparison with April 2011. The largest proportion increase was at SCS where female representation increased from 19.2 per cent to 25.5 per cent, a rise of 6.3 percentage points. Band E and Industrial grades have shown reductions since April 2011.

The annual comparison between April 2014 and April 2015 showed increases in total female personnel of 16.8 per cent (120 personnel) and 5.1 per cent (260 personnel) respectively, with Band D female population increasing slightly by 1.5 per cent (50 personnel). Band E female personnel across the same period fell by 2.1 per cent (160 personnel).

The April 2015 distribution of female personnel compared to male, for all grade bands except SCS, shows a closer alignment than in April 2011, with greater changes in the female grade distribution. While the female grade distribution remains skewed to Band E at 43.3 per cent of females (falling from 54.3 per cent), there is a shift towards Band C increasing from 24.3 per cent to 31.5 per cent and Band B increasing from 2.9 per cent to 4.9 per cent of the female population.



Section 1.2 - Gender representation of core MOD civilian personnel by age range

Headcount:

	Female Representation by Age Range (Number and Rate)				
	Apr-11	Apr-12	Apr-13	Apr-14	Apr-15
Core MOD Total	24,280	20,230	18,370	18,100	18,340
	38.7	37.4	37.1	37.7	38.1
< 20	40	10	20	20	30
	24.5	13.7	25.3	27.2	22.4
20 - 29	2,490	1,870	1,560	1,570	1,610
	46.5	44.6	43.8	43.9	43.0
30 - 39	4,790	4,040	3,580	3,480	3,510
	50.0	48.7	48.0	47.8	47.6
40 - 49	8,420	7,310	6,540	6,160	5,860
	41.9	41.3	41.4	42.0	42.8
50 - 59	6,900	5,790	5,580	5,700	6,050
	33.6	32.1	32.4	33.4	34.0
> 59	1,640	1,210	1,090	1,150	1,280
	23.1	20.8	20.4	22.0	23.7

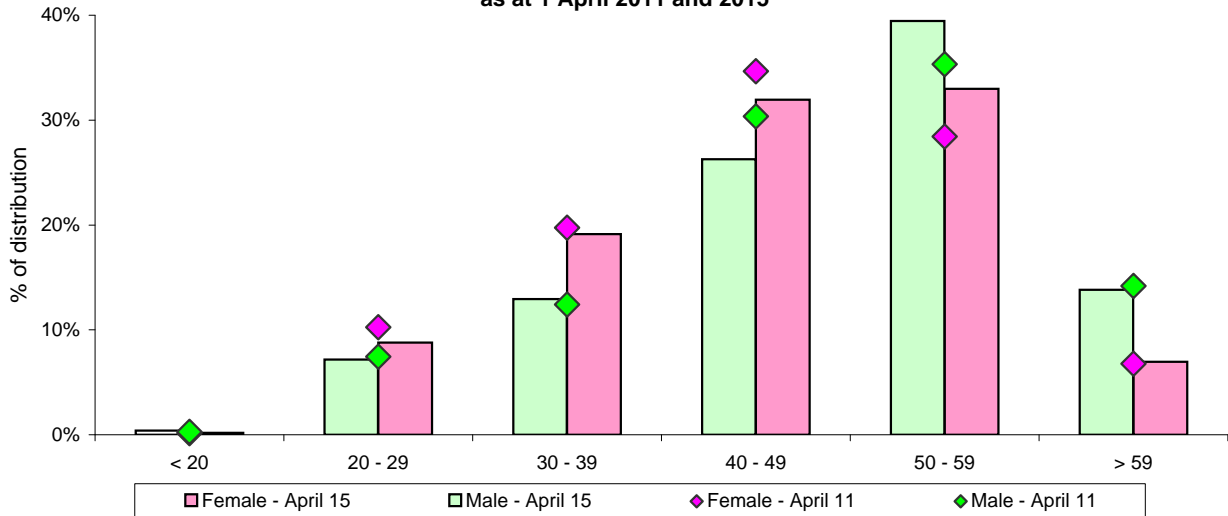
Source: Defence Statistics (Civilian)

Representation of female personnel aged 20 - 29 and 30 - 39, fell by 3.5 and 2.4 percentage points respectively between April 2011 and April 2015. The representation of female personnel in age bands 40-49, 50-59 and greater than 59 each increased by less than 1 percentage point.

Although the total number of female personnel aged 50 and over fell between April 2012 and April 2013, numbers increased through to April 2015. At April 2011 female personnel aged 50 and over accounted for 35.2 per cent of the female population, while at April 2015 they account for 39.9 per cent of the female population indicating a work force which is steadily becoming older overall.

The distribution chart below shows the reduced proportion by distribution for female personnel aged 20 - 29, with a counterbalancing shift in distribution for female personnel aged 50-59. The distribution of female personnel at April 2015 aged 20 - 29, 30-39 and 50-59 shows a closer alignment to the male distribution compared to April 2011. The distribution of female personnel aged 40 years and over shows a greater change in distribution between April 2011 and 2015 with a 2.0 percentage point increase.

Comparison of male and female distributions across age ranges as at 1 April 2011 and 2015



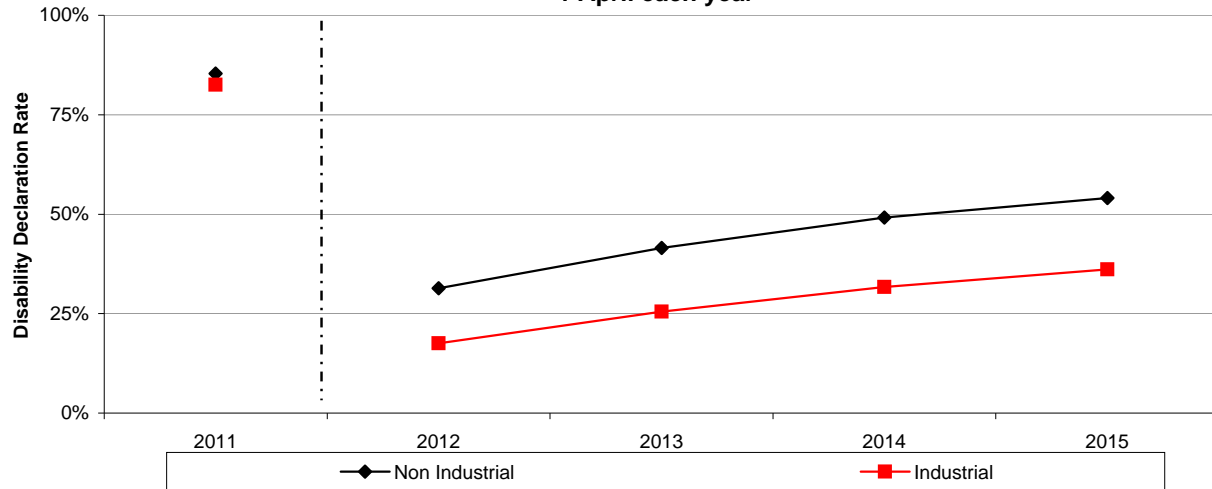
Section 2.1 - Disability declaration and representation of core MOD civilian personnel.

Disability Declaration as a percentage of Core MOD TLB total civilian personnel

	Apr-11	Apr-12	Apr-13	Apr-14	Apr-15
Core MOD TLB	84.9%	29.2%	39.0%	46.4%	51.4%
Non Industrial	85.4%	31.4%	41.5%	49.2%	54.1%
Industrial	82.6%	17.6%	25.5%	31.7%	36.2%

Source: Defence Statistics (Civilian)

Disability Declaration Rates as a percentage of MOD TLB personnel
- 1 April each year



Prior to the Census reset the percentage of core MOD civilian personnel with a declared disability increased overall from 6.7 per cent at 1 April 2009 to 7.7 per cent at 1 April 2011. The rate of overall disability declaration increased from 82.6 per cent at April 2010 to 84.9 per cent at April 2011, with similar rates for non-industrial and industrial personnel. 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 required to re-declare their disability status.

After the Census reset the declaration rate had fallen to 29.2 per cent by April 2012, with 17.6 per cent of Industrial personnel declaring their status compared to 31.4 per cent of non-industrial. The number of core MOD TLB personnel who have declared their disability status at 1 April 2015 is 51.4 per cent of the population, (with a 17.9 percentage point difference between non-industrial and industrial groups). Any reference made to the numbers of people with a disability should only be made in the context of the numbers of people who have not made a declaration of their disability status.

Despite the overall decline in civilian personnel strength from October 2011 when VERS exits began, the number of personnel with declared disabilities had increased to 2,370 by April 2015. The increase in declaration rates can be partially explained by the increase in the number of personnel with declared disabilities, offset by the reduction in total personnel.

	Disability Status Numbers & Representation Rates					Headcount:
	Apr-11	Apr-12	Apr-13	Apr-14	Apr-15	
Core MOD Total	62,810	54,140	49,470	47,970	48,180	
	7.7	..	..	..	..
Non Industrial	52,010	45,400	41,700	40,320	40,850	
	7.9	..	..	..	..
Disability	3,520	1,710	1,950	2,130	2,370	
No Disability	40,880	12,540	15,370	17,690	19,730	
Undeclared	7,620	31,150	24,380	20,500	18,750	
Industrial	10,790	8,740	7,770	7,660	7,330	
	6.8	..	..	..	..
Disability	610	150	200	230	260	
No Disability	8,300	1,380	1,780	2,200	2,400	
Undeclared	1,880	7,200	5,790	5,230	4,680	

Source: Defence Statistics (Civilian)

Section 3.1 - BAME representation for core MOD civilian personnel by grade

Headcount:

	BAME Representation by Broader Banded Grade (Number and Rate)				
	Apr-11	Apr-12	Apr-13	Apr-14	Apr-15
Core MOD Total	1,820	1,760	1,650	1,620	1,660
	3.3	3.7	3.8	3.9	4.1
Non Industrial	1,630	1,580	1,490	1,470	1,510
	3.5	3.9	4.0	4.2	4.3
SCS	10	10	~	~	~
	2.8	2.7	~	~	~
Band B	70	60	70	80	80
	3.2	3.2	3.9	3.8	3.6
Band C	460	490	480	500	530
	3.2	3.6	3.7	3.9	4.1
Band D	280	260	260	270	290
	3.0	3.2	3.4	3.8	4.1
Band E	820	760	680	620	610
	4.1	4.5	4.7	4.8	4.9
Industrial	190	180	160	160	150
	2.1	2.4	2.4	2.5	2.5
Skill Zones 1-4	170	160	140	140	130
	2.1	2.4	2.5	2.5	2.5
Other Industrials	20	20	20	20	10
	2.3	2.7	2.3	2.2	2.0

Source: Defence Statistics (Civilian)

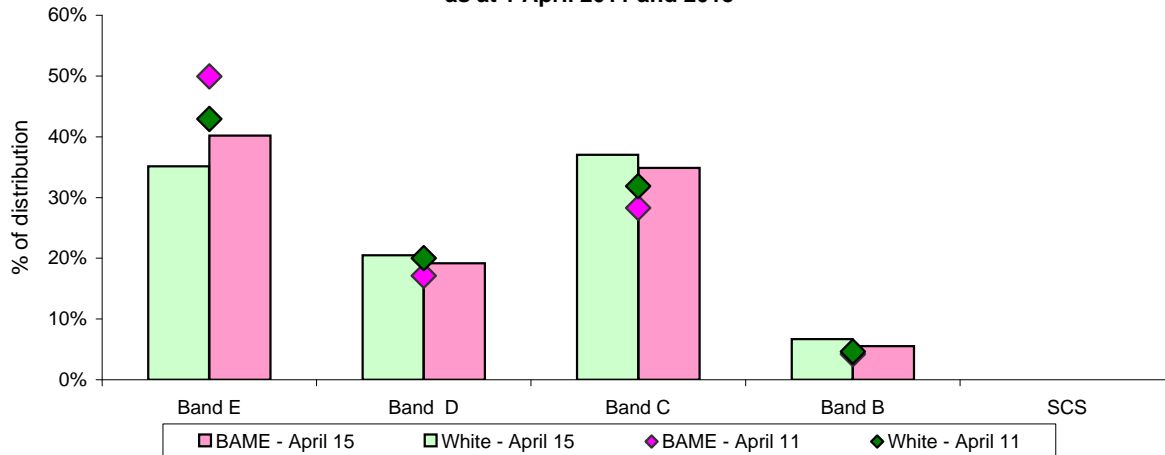
Overall BAME representation has increased by 0.8 percentage points between April 2011 and April 2015, although the number of BAME personnel has fallen by 9.0 per cent (160 personnel) across the same period indicating that the fall in the number of White personnel has been proportionately larger.

In comparison with April 2011 there have been increases in personnel numbers in April 2015 for Bands B, C and D, with Band C increasing from 460 to 530 personnel, a rise of 14.3 per cent. In the same period there were falls in personnel numbers for SCS, Band E and Non-Industrial grades, with the biggest decrease being Band E, with Band E decreasing from 820 to 610 personnel, a fall of 25.5 per cent.

Bands B to E all show an increase in BAME representation in April 2015 compared with April 2011, with Bands C and D each showing a 1.0 percentage point rise, Band E a 0.9 percentage point rise, and Band B a 0.4 percentage point rise.

The Distribution chart below shows the shift in grade distribution between April 2011 and April 2015 with the BAME shift from Band E to Band C resulting in greater alignment between White and BAME at both these grades, particularly Band E where the gap has reduced by 2.0 percentage points. There is now a closer alignment between the distributions at all grades than in April 2011.

Comparison of White & BAME distributions across grade bands as at 1 April 2011 and 2015



Section 3.2 - BAME representation for core MOD civilian personnel by age range

Headcount:

	BAME Representation by Age Range (Number and Rate)				
	Apr-11	Apr-12	Apr-13	Apr-14	Apr-15
Core MOD Total	1,820	1,760	1,650	1,620	1,660
	3.3	3.7	3.8	3.9	4.1
< 20	~	~	~	~	~
20 - 29	200 4.1	170 4.5	150 4.7	140 5.0	130 4.8
30 - 39	350 4.2	340 4.7	330 5.0	340 5.5	360 5.9
40 - 49	650 3.7	630 4.0	560 4.0	500 4.0	490 4.2
50 - 59	480 2.7	490 3.0	500 3.3	510 3.4	530 3.4
> 59	140 2.2	120 2.4	120 2.6	130 2.8	150 3.1

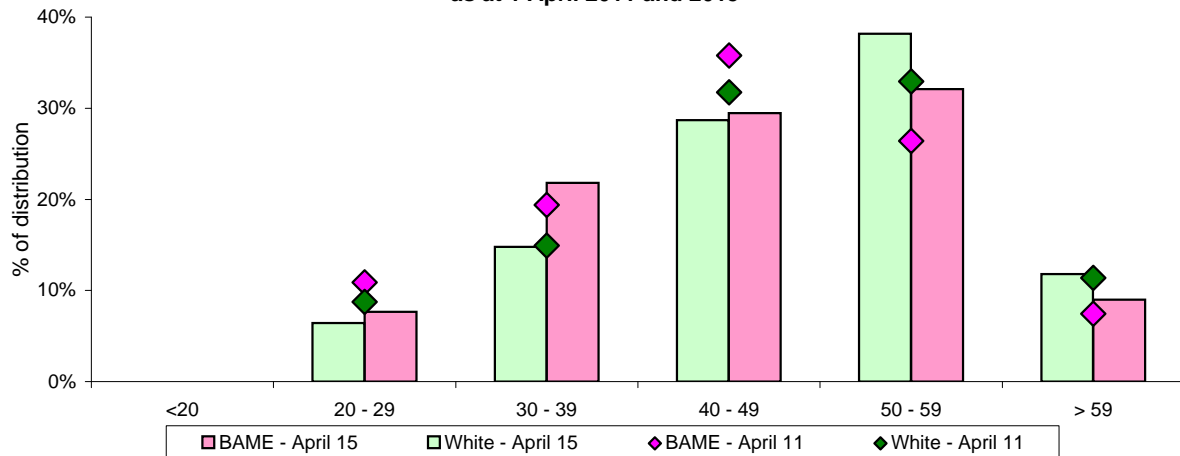
Source: Defence Statistics (Civilian)

All reportable ages ranges have shown a steady increase in BAME representation across the period, though there have been fluctuations within the number of BAME personnel at certain age groups, as noted below, primarily driven by the shift towards an aging work force as lower age ranges reduce during the recruitment freeze, which came into in August 2010.

At April 2011 BAME personnel aged 50 and over accounted for 33.9 per cent of the BAME population, while at April 2015 they account for 41.1 per cent of the BAME population, which is indicative of a work force steadily becoming older.

The distribution chart below shows the change in the BAME age profile between April 2011 and April 2015 with the 50 - 59 years of age population increasing from 26.4 per cent to 32.1 per cent with offsetting changes in the age ranges 20-29 and 40-49.

Comparison of White & BAME distributions across age ranges as at 1 April 2011 and 2015



Section 4.1 - Sexual Orientation representation of core MOD civilian personnel by grade

Headcount:

	LGB Representation by Broader Banded Grade (Number and Rate)				
	Apr-11	Apr-12	Apr-13	Apr-14	Apr-15
Core MOD Total	550	600	550	540	530
	1.4	1.7	1.7	1.7	1.7
Non Industrial	470	530	480	470	470
	1.4	1.7	1.7	1.7	1.8
SCS	10	10	~	~	~
	3.3	3.6	~	~	~
Band B	20	20	20	30	30
	1.3	1.6	1.6	1.8	1.9
Band C	140	180	170	160	170
	1.3	1.7	1.7	1.6	1.6
Band D	100	100	100	110	100
	1.4	1.6	1.7	1.9	1.8
Band E	210	210	180	170	170
	1.4	1.7	1.7	1.7	1.8
Industrial	80	70	70	60	60

Skill Zones 1-4	60	60	60	60	50
	..	..	1.4	1.4	..
Other Industrials	10	10	10	10	10

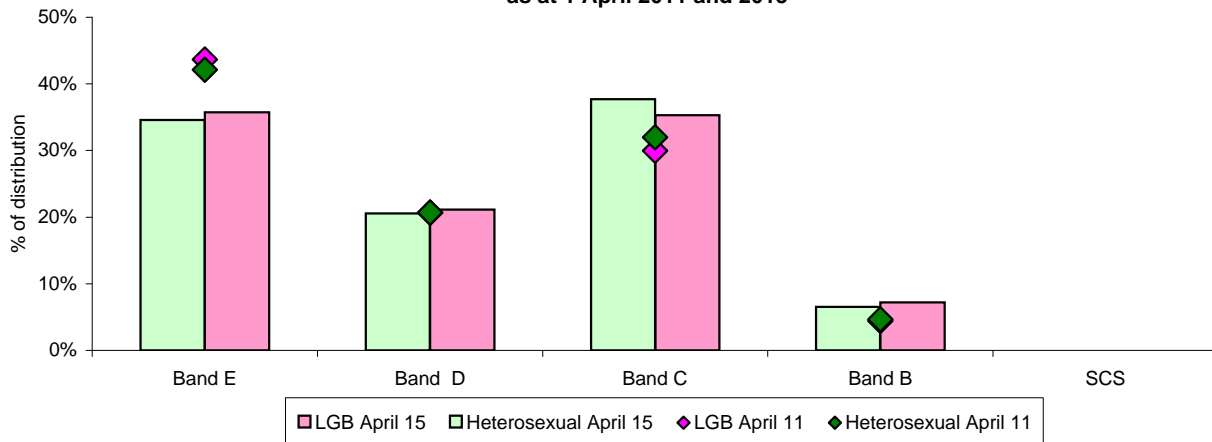
Source: Defence Statistics (Civilian)

The Lesbian, Gay & Bisexual (LGB) representation rate for core MOD civilian personnel increased by 0.3 percentage points between April 2011 and April 2015. The number of personnel declared as LGB at April 2015 reduced by 3.4 per cent (20 personnel) compared to April 2011. The increased numbers of LGB personnel at April 2012 was subsequently offset by the impact of VERS exits, however representation rates have remained the same.

There is very little difference between the distribution of LGB and Heterosexual personnel in grade Bands B to E. This pattern has remained constant from April 2011 to April 2015.

It is important to note that with declaration rates for Industrial personnel are less than 60% at April 15, and representation rates for this period cannot be shown in the table.

Comparison of Heterosexual & LGB distributions across grade bands as at 1 April 2011 and 2015



Section 4.2 - Sexual Orientation representation of core MOD civilian personnel by age range

Headcount:

	LGB Representation by Age Range (Number and Rate)				
	Apr-11	Apr-12	Apr-13	Apr-14	Apr-15
Core MOD Total	550	600	550	540	530
	1.4	1.7	1.7	1.7	1.7
< 20	~	~	~	~	~
20 - 29	80 1.9	80 2.4	70 2.7	70 2.7	60 2.8
30 - 39	120 1.9	110 2.0	110 2.1	110 2.3	120 2.4
40 - 49	200 1.5	230 2.0	200 1.9	190 1.9	170 1.9
50 - 59	120 ..	140 1.2	130 1.2	130 1.2	150 1.3
> 59	40 ..	30 0.9	40 1.1	40 1.0	30 0.9

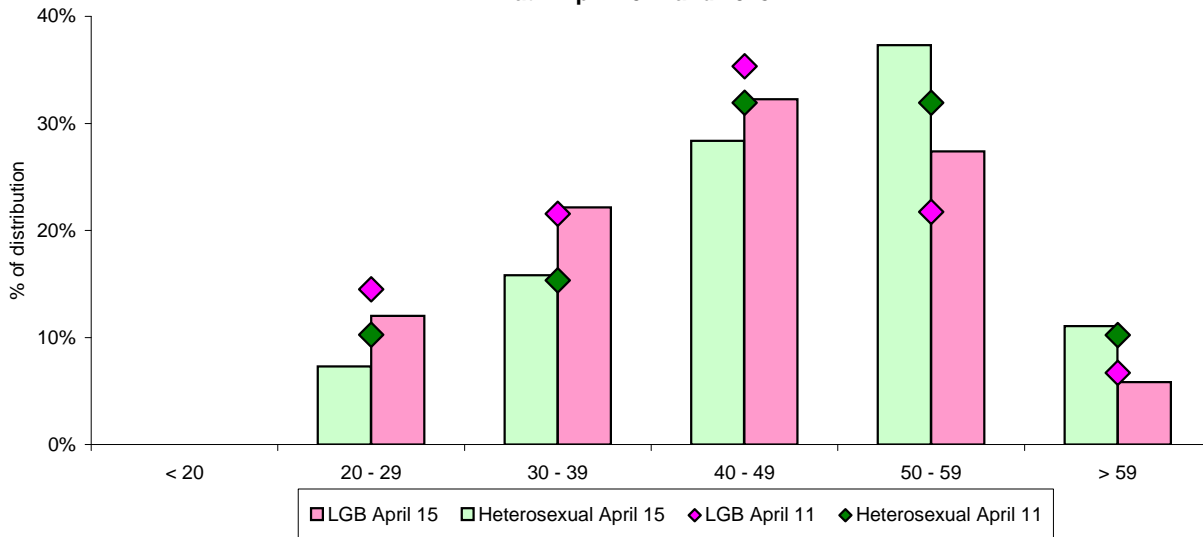
Source: Defence Statistics (Civilian)

Lesbian, Gay and Bisexual (LGB) representation has increased since April 2011 for all age bands despite falling numbers of personnel, suggesting a greater proportional outflow of Heterosexual personnel, and has been broadly consistent year on year from April 2012 onwards.

At April 2011 personnel aged 50 and over accounted for 28.4 per cent of the LGB population, while at April 2015 they account for 33.2 per cent of the LGB population, a 4.8 percentage point change. The change for Heterosexual personnel in this age bracket shows a 6.2 percentage point change from 42.2 per cent to 48.4 per cent.

The change in distribution of LGB and Heterosexual personnel aged 20-29 years between April 2011 and 2015 has resulted in a smaller gap, with LGB personnel now having a 4.7 percentage points higher proportion of their distribution at this age-group than Heterosexual personnel. The largest change in the LGB distribution has occurred in the 50-59 group where this age-group now represent 5.7 percentage points more than in 2011 (27.4 compared to 21.7 per cent).

Comparison of Heterosexual & LGB distributions across age ranges at 1 April 2011 and 2015



Section 5.1 - Religion/Belief representation of core MOD civilian personnel by grade group

Headcount:

	Religion/Belief Representation by Non-Industrial and Industrial (Number and Rate)				
	Apr-11	Apr-12	Apr-13	Apr-14	Apr-15
Core MOD Total	41,240	36,590	33,270	31,770	31,070
Christian	29,580 71.7	25,920 70.8	23,350 70.2	22,050 69.4	21,310 68.6
Non Christian	2,080 5.1	1,860 5.1	1,710 5.1	1,620 5.1	1,560 5.0
Secular	9,580 23.2	8,810 24.1	8,210 24.7	8,110 25.5	8,200 26.4
Non Industrial	35,110	31,380	28,660	27,310	26,900
Christian	25,160 71.7	22,200 70.8	20,070 70.0	18,880 69.1	18,350 68.2
Non Christian	1,770 5.0	1,600 5.1	1,460 5.1	1,380 5.1	1,340 5.0
Secular	8,180 23.3	7,570 24.1	7,130 24.9	7,040 25.8	7,210 26.8
Industrial	6,140	5,210	4,600	4,460	4,170
Christian	4,420 ..	3,720 ..	3,280 ..	3,160 ..	2,960 ..
Non Christian	310 ..	260 ..	240 ..	230 ..	220 ..
Secular	1,410 ..	1,230 ..	1,080 ..	1,070 ..	1,000 ..

Source: Defence Statistics (Civilian)

Despite falling numbers of personnel since April 2011, representation rates have remained broadly in line, with marginal falls in Christian representation (3.1 percentage points), coupled by equivalent increases in Secular representation (3.2 percentage points) and a stable rate in non-Christian representation. Representation figures for Industrial personnel cannot be shown, as declaration of religion is not sufficiently reported to give a statistically viable analysis.

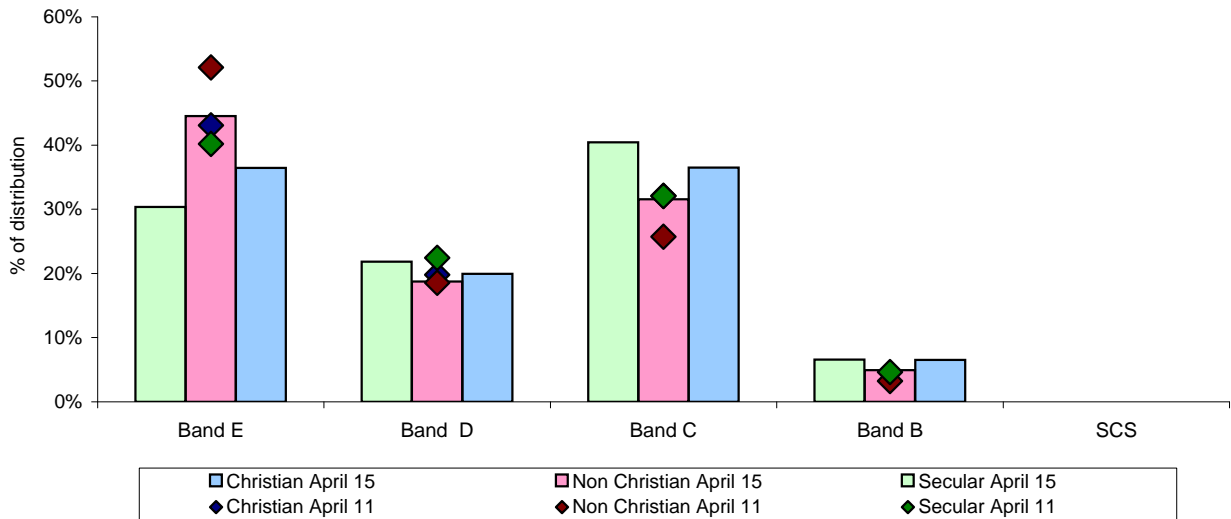
Section 5.1 - Religion/Belief representation of core MOD civilian personnel by grade.

The proportion of the of the core MOD civilian personnel total for declared religion/belief has shown a decrease in Christian personnel from 71.7 per cent as at 1 April 2011 to 68.6 per cent as at 1 April 2015, a fall of 3.1 percentage points. There was a corresponding rise in Secular representation which increased from 23.2 per cent to 26.4 per cent, a rise 3.2 of percentage points. The non-Christian personnel representation has remained constant during this period, and was 5.0 per cent as at 1 April 2015.

Christian representation has fallen at grade Bands SCS to Band E in April 2015 compared with April 2011. The biggest proportionate fall was at Band C where the proportion decreased from 72.4 per cent in April 2011 to 66.7 per cent in April 2015, a fall of 5.7 percentage points.

The grades exhibiting the largest disparities between non-Christian and Secular distributions in 2010 have all experienced a widening of these gaps, with Band C personnel now having an even greater concentration of Secular personnel, with a gap of 8.9 percentage points. Band E displays the opposite effect with a 14.2 percentage point gap, non-Christian distribution being heavily skewed to Band E.

Comparison of Religion/Belief group distributions across grade bands as at 1 April 2011 and 2015



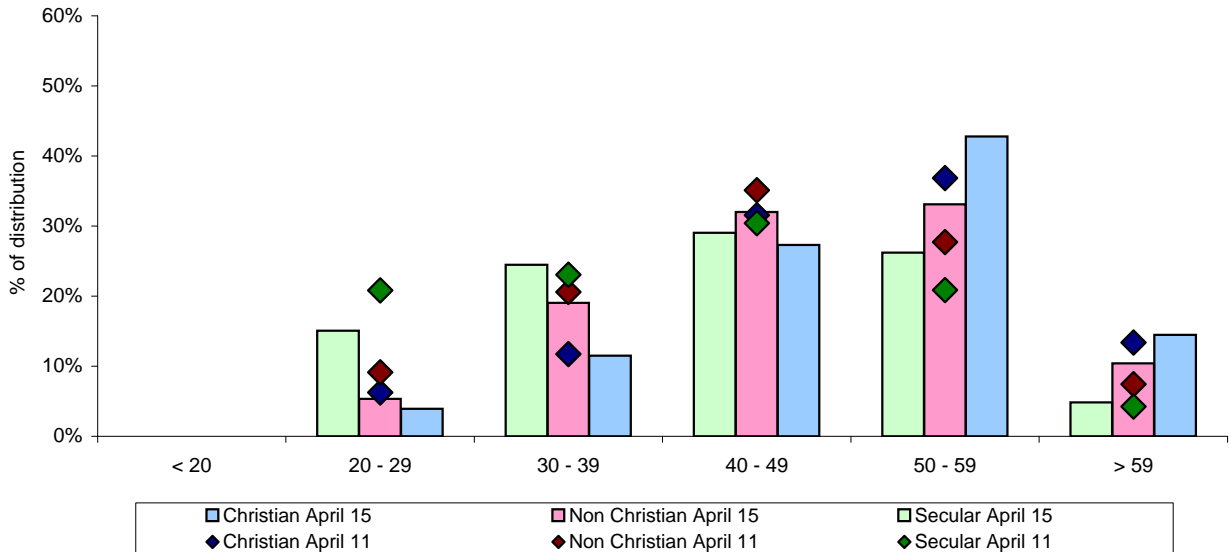
Section 5.2 - Religion/Belief representation of core MOD civilian personnel by age range.

The Christian distribution of personnel is skewed towards the older age range, with age-group 40-59 comprising 68.4 per cent of the distribution in April 2011 and 70.1 per cent in April 2015. The proportion in the 50-59 age group has increased, rising from 36.9 per cent of the Christian distribution as at 1 April 2011 to 42.8 per cent as at 1 April 2015. The distribution of Non-Christian personnel is also skewed to older age-groups, with the 50-59 age group accounting for 33.1 per cent of the personnel as at 1 April 2015. For Secular personnel, the highest proportion of them total was based in the 40-49 age group, accounting for 29.1 per cent as at 1 April 2015.

As at 1 April 2015 the proportion of personnel in each group that are aged 40 or over is 84.5 per cent for Christian personnel, 75.6 per cent for Non-Christian personnel and 60.1 per cent for Secular personnel. The proportions for these age ranges have risen for all groups (Christian – 2.7 percentage points) (Non-Christian – 5.3 percentage points) (Secular – 4.6 percentage points) in comparison with 1 April 2011.

The distribution chart shows that 57.2 per cent of Christian personnel were aged 50 and over as at 1 April 2015, whilst for Non-Christian personnel the figure was 43.5 per cent and for Secular personnel it was 31.0 per cent. There was a rise of 7.0 percentage points in the proportion of Christian personnel aged 50 and over in April 2015 compared with April 2011. A different pattern exists for personnel aged between 20 and 39 in April 2015, with 15.4 per cent of declared Christian personnel in this age range, compared with 24.4 per cent for Non-Christian personnel and 39.5 per cent for Secular personnel.

Comparison of Religion/Belief group distributions across grade bands as at 1 April 2011 and 2015



Section 6.1 - Full-Time/Part-Time representation of core MOD civilian personnel by grade

Headcount:

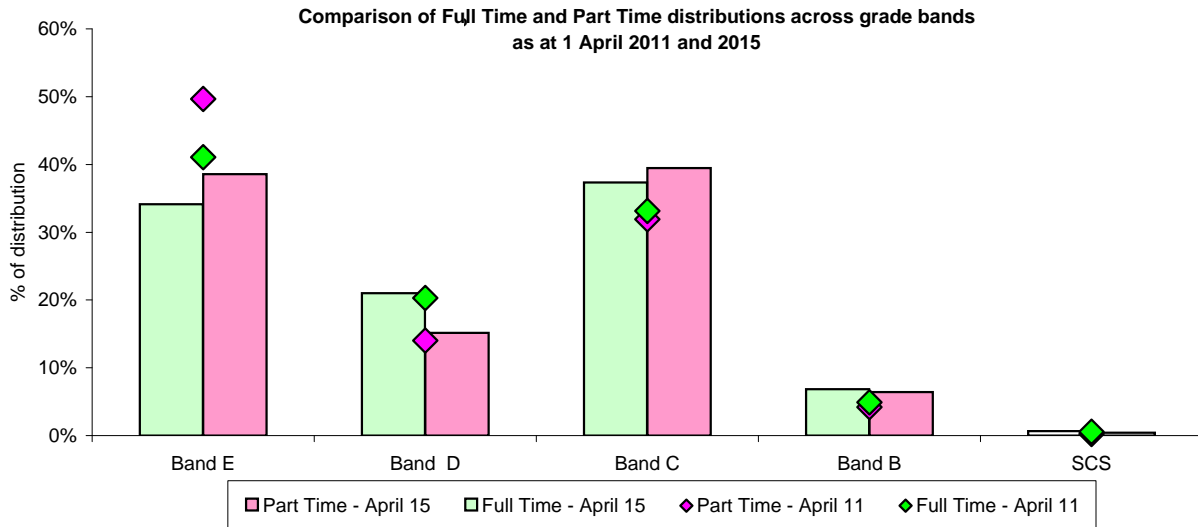
	Part-Time Representation by Broader Banded Grade (Number and Rate)				
	Apr-11	Apr-12	Apr-13	Apr-14	Apr-15
Core MOD Total	6,550	5,430	4,770	4,750	4,850
	10.4	10.0	9.6	9.9	10.1
Non Industrial	5,980	5,050	4,440	4,420	4,520
	11.5	11.1	10.7	11.0	11.1
SCS	10	10	10	20	20
	5.1	5.8	4.5	7.1	7.5
Band B	250	240	240	260	290
	10.0	10.3	10.7	10.9	10.4
Band C	1,910	1,770	1,670	1,710	1,780
	11.1	11.4	11.1	11.4	11.6
Band D	840	730	680	660	680
	8.2	8.0	8.0	8.0	8.2
Band E	2,970	2,290	1,830	1,760	1,740
	13.6	12.6	11.7	12.3	12.3
Industrial	580	380	320	330	330
	5.3	4.4	4.2	4.3	4.5
Skill Zones 1-4	580	380	320	330	330
	6.0	5.0	4.7	4.9	5.2
Other Industrials	-	-	-	-	-
	-	-	-	-	-

Source: Defence Statistics (Civilian)

The representation of part-time core MOD civilian staff fell 0.4 percentage points between April 2011 and April 2015, with a personnel numbers falling 26.0 per cent (1,700 personnel) across the period. Industrial part-time personnel fell by 42.3 per cent (240 personnel) during the same period.

Of the Grades Band B to Band E, only Band B had an increase in personnel numbers in April 2015 compared with April 2011, a rise of 40 to 290 personnel. The representation of part-time personnel increased for Band B by 0.4 percentage points, Band C by 0.5 percentage points, while Band D remained unchanged. There was a fall in the representation for Band E, which fell by 1.3 percentage points to 12.3 per cent.

The distribution of Part-time personnel at April 2015 across grade bands (including SCS grades) show that the largest represented grade is Band C at 39.5 per cent, closely followed by Band E at 38.6 per cent. In comparison the April 2011 showed that Band C accounted for 31.9 per cent, compared with Band E at 49.7 per cent.



Section 6.2 - Full-Time/Part-Time representation of core MOD civilian personnel by age range

Headcount:

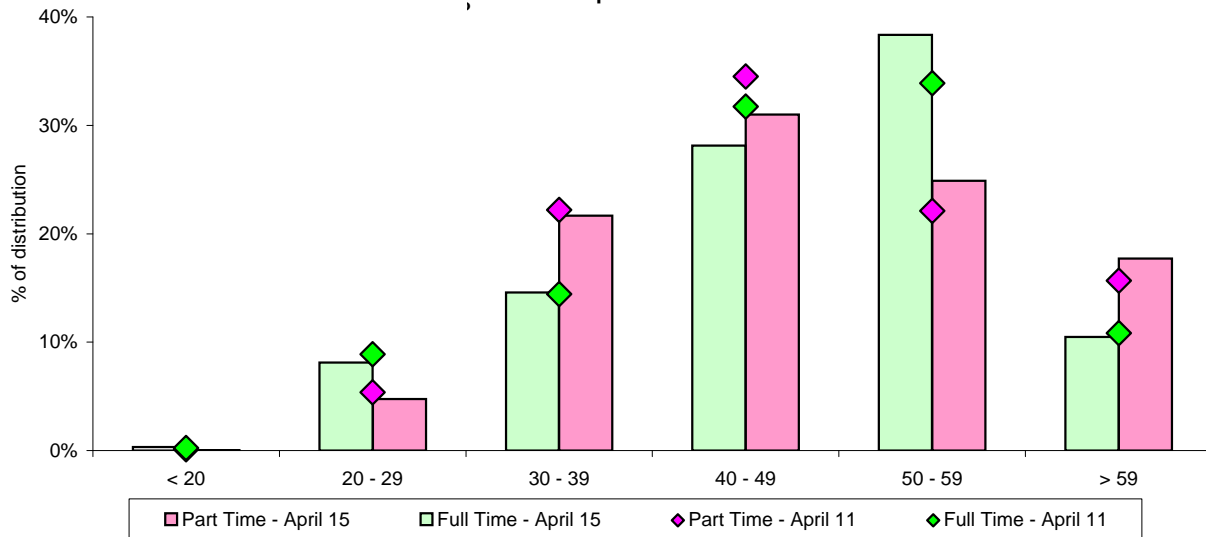
	Part-Time Representation by Age Range (Number and Rate)				
	Apr-11	Apr-12	Apr-13	Apr-14	Apr-15
Core MOD Total	6,550	5,430	4,770	4,750	4,850
	<i>10.4</i>	<i>10.0</i>	<i>9.6</i>	<i>9.9</i>	<i>10.1</i>
< 20	10 4.8	~ ~	10 7.6	10 7.6	~ ~
20 - 29	350 6.6	310 7.4	270 7.5	240 6.8	230 6.1
30 - 39	1,460 15.2	1,180 14.2	1,030 13.8	1,020 14.0	1,050 14.2
40 - 49	2,260 11.2	1,960 11.1	1,680 10.6	1,600 10.9	1,500 11.0
50 - 59	1,450 7.1	1,210 6.7	1,100 6.4	1,120 6.6	1,210 6.8
> 59	1,030 14.4	780 13.3	690 12.8	760 14.5	860 15.9

Source: Defence Statistics (Civilian)

Representation of part-time personnel at April 2015 showed decreases in representation for all age groups except the greater than 59 age group, which had a 1.4 percentage point increase to 15.9 per cent.

The distribution chart shows the change in the full-time and part-time personnel age profiles between April 2011 and April 2015 with the 50-59 full-time age group increasing from 33.9 per cent to 38.3 per cent, while the mix of part-time personnel at 30-39 fell from 22.2 per cent to 21.7 per cent. The part-time distribution is centralised around the 40-49 age-group, exhibiting a younger distribution overall, although there are proportionally more part-time personnel in the over 59 group and this gap has increased from April 2011 at 4.9 percentage points to 7.2 percentage points at April 2015.

Comparison of Full Time and Part Time distributions across age ranges as at 1 April 2011 and 2015



Section 7.1 - Age Range of core MOD civilian personnel.

Headcount:

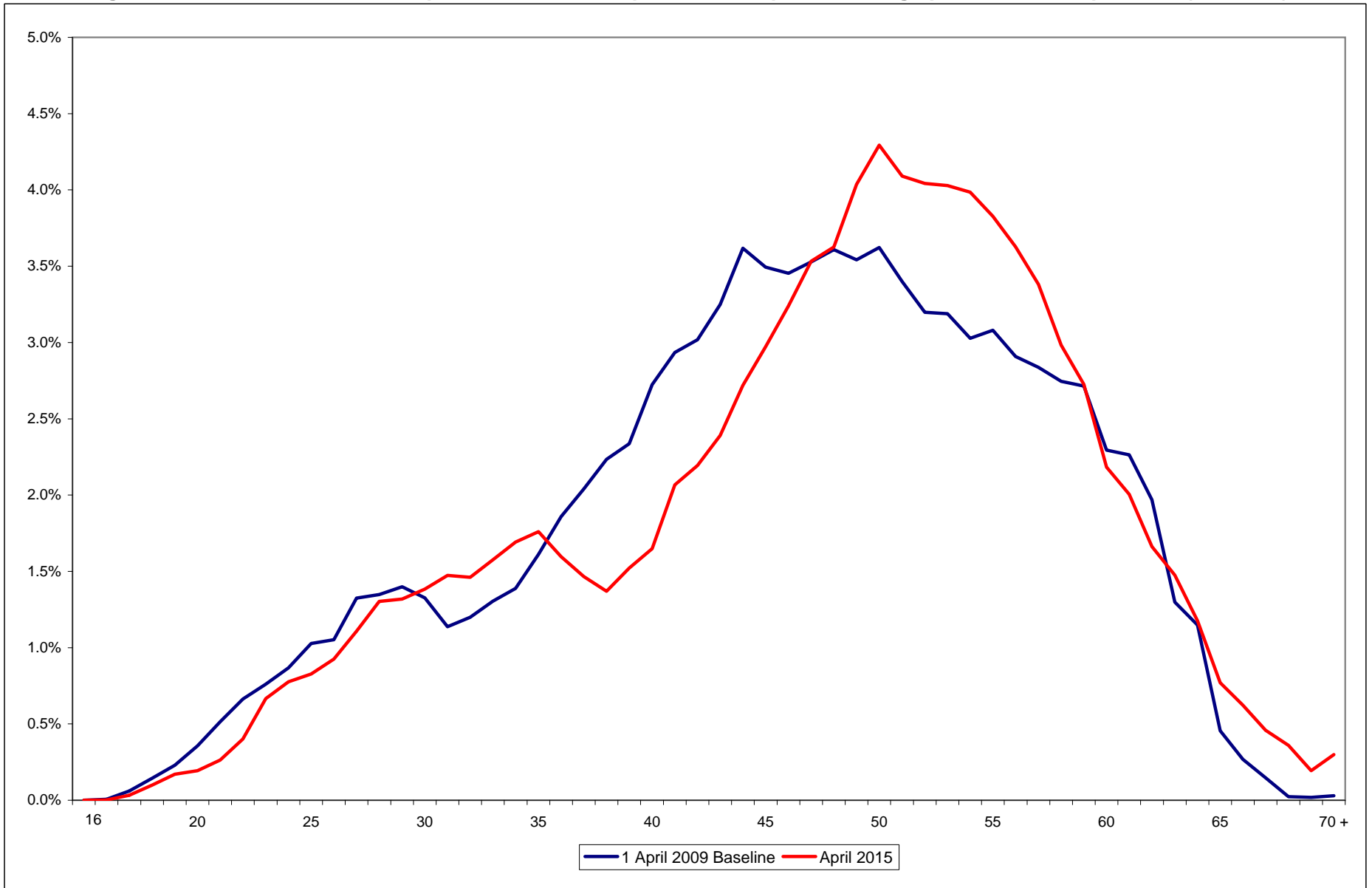
	Age Range (Number and Proportion)				
	Apr-11	Apr-12	Apr-13	Apr-14	Apr-15
Core MOD Total	62,810	54,140	49,470	47,970	48,180
< 20	150 0.2	70 0.1	80 0.2	90 0.2	150 0.3
20 - 29	5,350 8.5	4,200 7.8	3,570 7.2	3,580 7.5	3,750 7.8
30 - 39	9,570 15.2	8,300 15.3	7,470 15.1	7,270 15.2	7,370 15.3
40 - 49	20,110 32.0	17,670 32.6	15,810 32.0	14,670 30.6	13,700 28.4
50 - 59	20,510 32.7	18,060 33.4	17,190 34.8	17,100 35.7	17,820 37.0
> 59	7,120 11.3	5,840 10.8	5,350 10.8	5,250 10.9	5,400 11.2

Source: Defence Statistics (Civilian)

The proportion of the core MOD civilian personnel total has remained stable from 1 April 2011 to 1 April 2015 for the following age groups: 'less than 20 years', 'aged 30 to 39 years' and 'aged 60 and over'. The age group '50 to 59 years' increased from 32.7 per cent to 37.0 per cent, a rise of 4.3 percentage points. This was offset by decreases in the age group '40 to 49 years', which fell by 3.6 percentage points, and the age group '20 to 29 years', which fell by 0.7 percentage points.

The change in the age structure is partly due to the Department having a recruitment freeze in place from August 2010, which was coupled with greater proportions of exits of the younger, more career-mobile parts of the workforce, under the Voluntary Early Release Scheme. Even under 20's recruitment rates since April 2012, at over 50 per cent of end of period strength, did not outweigh the large numbers of exits from the lower age-groups during this time. As a result the remaining population has become older over time, as shown in the Civilian Age Profile Chart.

Age Profile of core MOD civilian personnel, as at 1 April 2015 compared with age profile as at 1 April 2009 (Baseline)



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**

Broader Banded grade definition: Defence Statistics report personnel against their equivalence within the broader banded structure; SCS to E2 for non industrials and Skill Zones 1 to 4, Industrial Firemen and Apprentices for industrial personnel. Broader banded grading applies equivalence for all non harmonised grade codes. This includes personnel in retained grade structures, (such as MOD Guards) and personnel employed in analogue grade bands (such as civilian nurses employed against NHS grade codes), who have their own delegated pay schemes outside of the MOD National and London pay scales.

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

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. These revised definitions were also used to re-survey members of the Armed Forces and the Civil Service in 2001-02, see **Black, Asian and Minority Ethnic**.

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

Industrial: Industrial personnel are civilian personnel employed primarily in a trade, craft or other manual labour occupation. This covers a wide range of work such as industrial technicians, air freight handlers, storekeepers, vergers and drivers.

Intake: The number of personnel joining the Department with a monthly or financial year period, identified by specific Method of Entry codes within the Human Resources Management System (HRMS).

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 including Transgender.

Ministry of Defence (MOD): This United Kingdom Government department is responsible for implementation of government defence policy and is the headquarters of the British Armed Forces. The principal objective of the MOD is to protect the United Kingdom and its values and interests abroad. The MOD manages day to day running of the Armed Forces, contingency planning and defence procurement.

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.

Non-industrial: Civilian personnel who are not primarily employed in a trade, craft or other manual labour occupation. This covers a wide range of personnel undertaking work such as administration, analysis, policy, procurement, finance, medical, dental, teaching, policing, science and engineering.

Outflow: The number of personnel leaving the Department with a monthly or financial year period, identified by specific Reason for Leaving codes within the Human Resources Management System (HRMS).

Part-time: 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)