



Ministry of Defence

Biannual Diversity Dashboard UK Regular Forces Service Personnel 1 April 2015

Statistical release

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The Background Quality Report for this publication can be found on the Defence Statistics website or [here](#).

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We are seeking your views on proposed changes to MOD armed forces personnel statistics. Further details on the proposed changes and the consultation process can be found here:

<https://www.gov.uk/government/organisations/ministry-of-defence/about/statistics>

This statistical release presents figures on diversity declaration and representation of protected characteristics of the 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.

This publication provides information for the **UK Regular Forces** personnel population which comprises all trained and untrained Full-time personnel excluding Gurkhas, Full Time Reserve Service personnel and mobilised reservists. Percentages in this report are based on personnel with **known** ethnic origins and religions and are calculated from unrounded figures.

Key Points and Trends between 1 April 2013 and 1 April 2015 for UK Regular Forces;

Gender

- The overall female representation of the UK Regular Forces at 1 April 2015 was **10.1 per cent**; this is a slight increase compared with **9.9 per cent** at 1 April 2014 and **9.7 per cent** at 1 April 2013.
- Between 1 April 2013 and 1 April 2015, female representation in the Royal Navy / Royal Marines (RN/RM) and Army has continued to **gradually increase** whilst the Royal Air Force (RAF) has remained relatively stable.

Ethnicity

- Black, Asian Minority and Ethnic (BAME) personnel comprised **7.0 per cent** of the UK Regular Forces on 1 April 2015, decreasing slightly compared to **7.1 per cent** at 1 April 2014 and 1 April 2013. This representation differs for officers (**2.3 per cent**) and other ranks (**8.0 per cent**).
- At 1 April 2015 the proportion of BAME personnel in the RN/RM was **3.5 per cent**, the Army was **10.2 per cent** and the RAF was **2.1 per cent**. Between 1 April 2013 and 1 April 2015, the proportion of BAME personnel in each of the three Services has remained broadly stable.

Religion

- At 1 April 2015, **77.7 per cent** of personnel declared Christian as their religion. This has **decreased** from **81.8 per cent** at 1 April 2013.
- The percentage of personnel declaring a Non-Christian religion was **2.0 per cent** at 1 April 2015; a **slight increase** from **1.8 per cent** at 1 April 2013.
- The percentage of personnel declaring no religion was **20.2 per cent** at 1 April 2015; an **increase** from **16.4 per cent** at 1 April 2013.

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Introduction

This publication, the UK Regular Forces Personnel Diversity Dashboard contains figures on the **strength** and percentages of **UK Regular Forces** at 1 April 2015, with a focus on the protected characteristics of these personnel.

It complements the Armed Forces Quarterly Personnel Report (QPR) and Annual Personnel Report (APR) by providing greater detail about the following characteristics of UK Regular personnel;

- Gender
- Ethnicity
- Religion
- Age

Diversity Dashboard has been published biannually since April 2012; the report was created 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/>

Defence Statistics publishes Civilian and Armed Forces Personnel data via our website at the link below:

<https://www.gov.uk/government/publications/mod-national-and-official-statistics-by-topic>

Definitions and Notes

UK Regular Forces

All figures in this report are for **UK Regular Forces** (which includes both Trained and Untrained Full-time personnel, unless otherwise noted), and therefore exclude Gurkhas, Full Time Reserve Service personnel and mobilised reservists.

The figures relate to **strengths** which is defined as the number of personnel at a given point in time; Defence Statistics (Tri Service) publications present data at the 1st of each month.

Ethnicity, Religion and Nationality Data

Ethnic origin, religion and nationality are self-reported on the Joint Personnel Administration (JPA) system.

Any percentages or figures quoted within this report relate to those with **known** Ethnic origin (Table 2) and **known** Religion (Table 3a-3c). In Tables 2 and 3a-3c, only personnel with **known** Nationality have been included in the percentage calculations. All percentages are calculated from unrounded data.

Age

All ages quoted in this publication are based on 'age at last Birthday'. Ages are derived by the formula 'situation date minus date of birth'.

Average ages have been rounded down to the nearest whole year (for example if the average age were 31.8 it would be rounded to 31 years old) essentially presenting age at last birthday. All averages are calculated using the mean average.

Data Sources, Data Quality and Methods

UK Armed Forces personnel data is sourced from Service personnel records from the Joint Personnel Administration system. 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 “..”

Please see our Background Quality Report on GOV.UK for more detail on the data sources, data quality and processes carried out to produce these statistics:

<https://www.gov.uk/government/collections/defence-statistics-background-quality-reports-index>

Symbols and Conventions

*	not applicable
..	not available
-	zero
~	5 or fewer

Italic figures are used for percentages and other rates, except where otherwise indicated, and all percentages in this publication are calculated from unrounded data.

Rounding

Figures in this publication 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.

Revisions

Figures regarding the proportion of UK and Non-UK personnel in this publication previously included personnel with an unknown nationality in the Non-UK proportion. Personnel without a declared nationality have now been removed from the calculation of the proportion and revised in line with how proportions are calculated with other self-declared information and in other Defence Statistics reports. Figures affected are marked revised as †.

This applies to 1 April Statistics. Revisions to 1 October statistics were made in the October 2014 publication of the UK Armed Forces Diversity Dashboard.

In the October 2014 issue of the Diversity Dashboard report we had made corrections to the presentation of this report. These corrections have not been revised for previous April publications but have been applied to the previous 1 April statistics within this report. All these changes had **no change** to the underlying data:

- An issue related to the symbols used to represent numbers smaller than five has been corrected in this publication and the definition in the symbols and conventions section corrected. There were inconsistencies across tables over the use of ‘~’ for ‘5 or fewer’ and ‘-’ for ‘zero or rounded to zero’ as some tables did not use the ‘~’ symbol to identify categories with 5 or fewer personnel. There is **no change** to underlying data but the affected figures are marked revised as †

- **Black, Asian and Minority Ethnic (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. BAME has replaced **Black and Minority Ethnic (BME)** used in previous publications, though there has been **no change** to the underlying population included.
- **Secular** was previously used in this publication to describe personnel who had self identified as having no religion or any other beliefs. This category has been renamed **No Religion**. As in previous publications, this field encompasses personnel declaring themselves as Agnostic, Atheist, Humanist and Secularist. This does not include those with an unrecorded religion. There has been **no change** to the underlying population included.

Feedback

Defence Statistics welcome feedback on our statistical products. If you have any comments or questions about this publication or about the statistics produced by Defence Statistics in general, contact Defence Statistics (Tri Service)

- Telephone: 02078 078896
- Email: DefStrat-Stat-Tri-Enquiries@mod.uk
- Visit our website at:
<https://www.gov.uk/government/publications/mod-national-and-official-statistics-by-topic>

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 Defence Statistics or the wider department via the following link:
<https://www.gov.uk/government/organisations/ministry-of-defence>

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.uk

Table 1 shows gender representation of UK Regular Forces personnel by Service

At 1 April 2015, the overall female representation in the UK Regular Forces was **10.1 per cent**, this has **increased by 0.2 percentage points** compared with 1 April 2014 (9.9 per cent) and **increased by 0.4 percentage points** compared with 1 April 2013 (9.7 per cent). Overall, there is a greater representation of females in the Officers (**12.7 per cent**) than the Other Ranks (**9.6 per cent**).

Female personnel represented **10.8 per cent** of intake to the UK Regulars in the 12 months to 31 March 2015. This proportion is slightly higher than the proportion on strength (10.1 per cent) and an **increase of 1.2 percentage points** since the previous 12 month period ending the 31 March 2014 (**9.6 per cent**). This is largely driven by an increased number of female personnel joining the Other Ranks.

Representation of females differs by Service with the Royal Air Force (RAF) having the largest percentage of females in total (**13.9 per cent**). The Royal Marines, which forms part of the RN/RM has the smallest proportion of females (**1.5 per cent**). This is partly explained by restrictions on roles available to women and the nature of the roles in each of the Services.

The Armed Forces have an exemption from the Equality Act 2010 for reasons of combat effectiveness and there are restrictions on females serving in close-combat roles. The principal roles closed to women are: the Royal Marines General Service, the Household Cavalry and Royal Armoured Corps, the Infantry and Royal Air Force Regiment. Figures compiled in 2014 show that 78% of posts in the RN/RM, 71% of posts in the Army and 94% of posts in the RAF are open to women. The RAF have seen a reduction in the proportion of posts open to women due to the number of Regiment posts remaining static following redundancies. The ban preventing women serving on board submarines was lifted in 2011. On 6 May 2014, it was announced that 3 officers had earned their "Dolphins' Badge" becoming the first female submariners. In addition, it was announced on 8 May 2014 that a review into women serving in front combat role in the Army, scheduled for 2018, has been bought forward.

Compared with 1 April 2013, the proportion of females at 1 April 2015 in the RN/RM has **increased by 0.2 percentage points**, for the Army **increased by 0.6 percentage points** and for RAF the proportion has **remained stable**.

Additional information on the rank structure and age profile of females within the UK Regular Forces can be found in the Annual Personnel Report (APR) which can be found on the Defence Statistics website;

<https://www.gov.uk/government/publications/mod-national-and-official-statistics-by-topic>

Table 1 - Gender representation of UK Regular Forces personnel by Service

	Female Representation as at 1 April 2013		Female Representation as at 1 April 2014		Female Representation as at 1 April 2015	
	Number	%	Number	%	Number	%
All Services	16 610	9.7	15 840	9.9	15 550	10.1
Officers	3 670	12.6	3 540	12.7	3 470	12.7
Other ranks	12 940	9.1	12 300	9.3	12 080	9.6
RN/RM	3 080	9.1	3 020	9.1	3 040	9.3
Officers	690	9.9	680	10.0	690	10.2
Other Ranks	2 390	8.8	2 330	8.8	2 360	9.1
Royal Navy	2 970	11.3	2 910	11.4	2 930	11.7
Officers	690	11.2	680	11.4	690	11.6
Other Ranks	2 290	11.4	2 230	11.4	2 240	11.7
Royal Marines	100	1.3	110	1.4	110	1.5
Officers	-	-	-	-	-	-
Other Ranks	100	1.5	110	1.5	110	1.6
Army	8 400	8.4	7 970	8.7	7 790	9.0
Officers	1 640	11.8	1 560	11.8	1 520	11.9
Other Ranks	6 760	7.9	6 400	8.2	6 270	8.4
Royal Air Force	5 130	13.9	4 860	13.8	4 720	13.9
Officers	1 340	16.3	1 290	16.5	1 260	16.5
Other Ranks	3 790	13.2	3 560	13.0	3 460	13.2

Source: Defence Statistics (Tri-Service)

Female representation by Service at 1 April each year

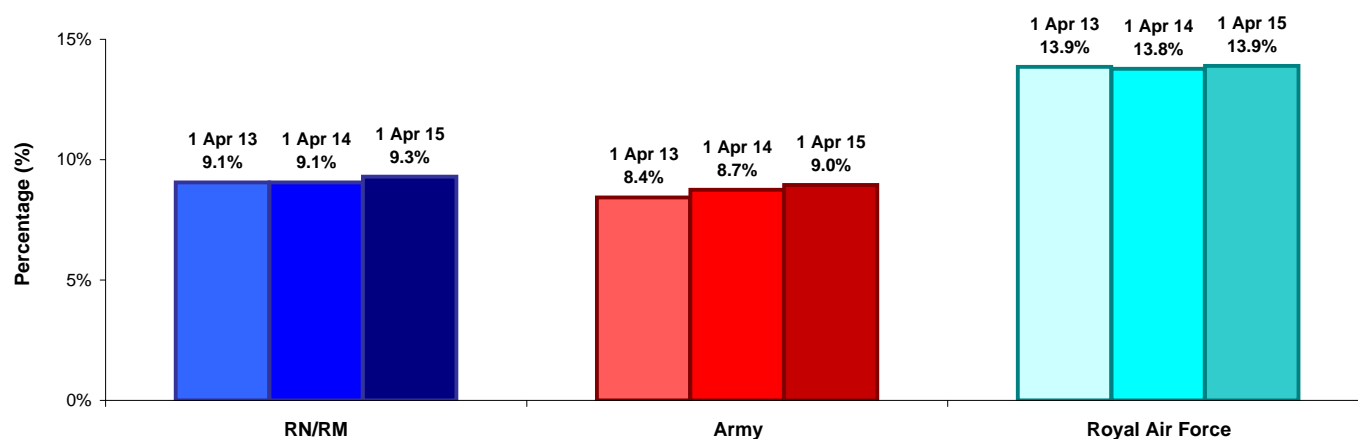


Table 2 shows ethnic origin and nationality representation of UK Regular Forces by Service

Table 2 shows the representation of Black Asian and Minority Ethnic (BAME) personnel in the UK Regular Forces by Service and by nationality. Ethnicity and nationality data is self reported and percentages are based on those with a known ethnicity on JPA. Please see the data sources section for more details.

At 1 April 2015, Black, Asian and Minority Ethnic (BAME) personnel comprise **7.0 per cent** of the UK Regular Forces. The proportion of BAME personnel is greater in the Other Ranks (**8.0 per cent**) than in the Officers (**2.3 per cent**) however the proportion has recently slightly decreased for both groups; both **decreased by 0.1 percentage points** compared with 1 April 2013.

The proportion of BAME personnel in the UK Regular Forces differs by Service; the RN/RM with **3.5 per cent**, the Army with **10.2 per cent** and the RAF with **2.1 per cent**. These proportions have remained broadly stable since April 2013. See the graphs below.

The proportion of BAME personnel entering the UK Regular Forces was **5.7 per cent** in the 12 months to 31 March 2015 which was less than the proportion on strength (7.0 per cent at 1 April 2015). This is a **decrease of 1.3 percentage points** compared with intake over the 12 months to 31 March 2014 (**7.0 per cent**).

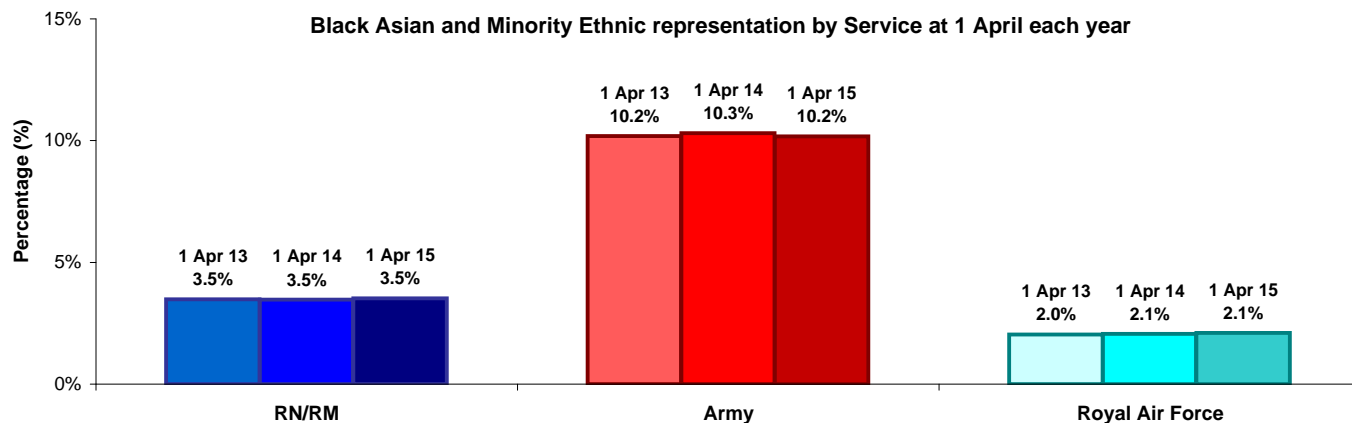
Since 2008, Gurkha personnel have been able to transfer into the UK Regular Army, which may partially explain the larger proportion of BAME personnel in the Army. The Army has the highest proportion BAME personnel with a Non-UK nationality.

Table 2 - Ethnic origin and nationality representation¹ of UK Regular Forces by Service

	Black Asian and Minority Ethnic (BAME) Representation as at 1 April 2013		Black Asian and Minority Ethnic (BAME) Representation as at 1 April 2014		Black Asian and Minority Ethnic (BAME) Representation as at 1 April 2015	
	Number	%	Number	%	Number	%
All Services	12 030	7.1	11 200	7.1	10 680	7.0
Officers	670	2.4	640	2.4	630	2.3
of which UK	620	93.4 ^r	600	93.8 ^r	580	93.5
of which non-UK	40	6.6 ^r	40	6.2 ^r	40	6.5
Other ranks	11 360	8.1	10 560	8.1	10 050	8.0
of which UK	4 120	36.3	3 990	37.8	4 140	41.1
of which non-UK	7 240	63.7	6 570	62.2	5 910	58.9
RN/RM	1 170	3.5	1 140	3.5	1 140	3.5
Officers	120	1.8	120	1.8	120	1.8
of which UK	120	94.4	110	95.8	110	95.0
of which non-UK	10	5.6	~ ^r	-	10	5.0
Other Ranks	1 040	3.9	1 020	3.9	1 020	4.0
of which UK	540	51.5	540	52.8	560	55.0
of which non-UK	500	48.5	480	47.2	460	45.0
Army	10 140	10.2	9 360	10.3	8 840	10.2
Officers	370	2.7	360	2.7	350	2.7
of which UK	340	90.8	330	91.4	320	91.4
of which non-UK	30	9.2	30	8.6	30	8.6
Other Ranks	9 770	11.4	9 000	11.6	8 500	11.5
of which UK	3 100	31.7	2 980	33.1	3 100	36.5
of which non-UK	6 670 ^r	68.3	6 030	66.9	5 390	63.5
Royal Air Force	720	2.0	700	2.1	690	2.1
Officers	180	2.3	170	2.3	160	2.2
of which UK	170	98.3 ^r	160	97.6 ^r	150	96.9
of which non-UK	~ ^r	-	~ ^r	-	~	-
Other Ranks	550	2.0	530	2.0	530	2.1
of which UK	490	88.4	470	88.1	470	88.3
of which non-UK	60	11.6	60	11.9	60	11.7

Source: Defence Statistics (Tri-Service)

1. Black, Asian and Minority Ethnic (BAME) and Nationality figures and percentages are based on those with a **declared** and known ethnic origin and a known nationality on JPA.



Tables 3a to 3c show Religion and nationality representation of UK Regular Forces by Service, Table 3a shows the declared Christian representation.

Table 3a shows the proportion of Christian personnel in the UK Regular Forces by service. Religion and nationality data is self reported and figures and percentages are based on those with a known religious affiliation or nationality recorded on JPA. Please see the data sources section for more details.

The proportion of Christian personnel in the UK Regular Forces was **77.7 per cent** at 1 April 2015. This is a **decrease of 2.2 percentage points** from **79.9 per cent** at 1 April 2014 and a **decrease of 4.1 percentage points** from **81.8 per cent** at 1 April 2013.

The number of personnel declaring their religious beliefs to be Christian is decreasing across each Service. At 1 April 2015, the proportion of Christian personnel in the RN/RM was **72.3 per cent**, the Army was **80.3 per cent** and the RAF has a proportion of **76.3 per cent**. See the graphs below.

Table 3a - UK Regular Forces declaring a Christian religion¹ by Service and nationality²

	Christian representation as at 1 April 2013		Christian representation as at 1 April 2014		Christian representation as at 1 April 2015	
	Number	%	Number	%	Number	%
All Services	138 400	81.8	126 550	79.9	118 850	77.7
Officers	24 950	86.6	23 580	85.3	22 670	83.5
of which UK	24 740	99.2	23 400	99.3	22 500	99.3
of which non-UK	190 ^r	0.8	160 ^r	0.7	150	0.7
Other ranks	113 450	80.8	102 970	78.8	96 190	76.5
of which UK	106 490	93.9	96 700	93.9	90 640	94.2
of which non-UK	6 960	6.1	6 260 ^r	6.1	5 530	5.8
RN/RM	26 020	76.8	24 800	74.5	23 640	72.3
Officers	5 870	84.8	5 690	83.8	5 530	81.7
of which UK	5 860	99.8 ^r	5 680	99.8	5 520	99.8
of which non-UK	10 ^r	0.2 ^r	10	0.2	10	0.2
Other Ranks	20 150	74.8	19 100	72.1	18 110	69.8
of which UK	19 570	97.1	18 540	97.0	17 580	97.1
of which non-UK	580	2.9	560	3.0	530	2.9
Army	83 700	84.0	75 040	82.4	69 900	80.3
Officers	12 240	88.2	11 440	86.7	10 950	15.7
of which UK	12 070	98.7	11 300	98.8	10 820	98.8
of which non-UK	160	1.3	140	1.2	130	1.2
Other Ranks	71 460	83.3	63 600	81.7	58 960	79.5
of which UK	65 160	91.2	57 980	91.2	54 020	91.6
of which non-UK	6 300	8.8	5 620 ^r	8.8	4 930	8.4
Royal Air Force	28 680	80.4	26 710	78.5	25 310	76.3
Officers	6 840	85.4	6 450	84.0	6 190	82.1
of which UK	6 820	99.8 ^r	6 420	99.8 ^r	6 170	99.8
of which non-UK	10 ^r	0.2 ^r	10 ^r	0.2 ^r	10	0.2
Other Ranks	21 840	79.0	20 260	76.9	19 120	74.6
of which UK	21 760	99.7 ^r	20 180	99.6	19 040	99.6
of which non-UK	70 ^r	0.3 ^r	70 ^r	0.4	70	0.4

Source: Defence Statistics (Tri Service)

1. Christian includes personnel who have self identified as Christian or following a religion with Christian Tradition on JPA.

2. Religion figures and percentages are based on those with a **declared** religious affiliation and Nationality figures and percentages based on those with a **known** nationality on JPA.

Christian representation by Service at 1 April each year

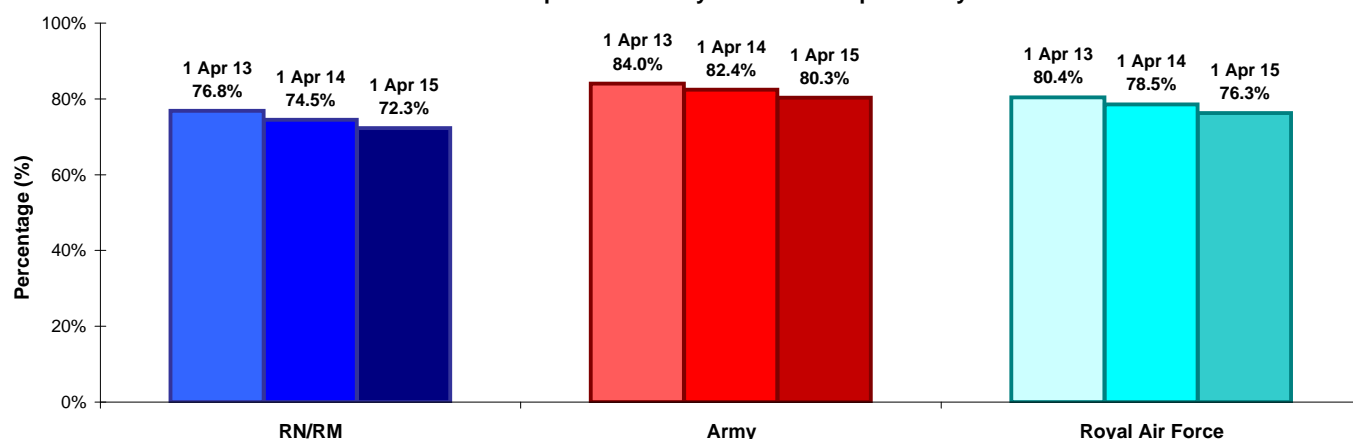


Table 3b shows Religion and nationality representation of UK Regular Forces by Service of Non-Christians

Table 3b shows the proportion of personnel declaring a Non-Christian religion in the UK Regular Forces by service. Religion and nationality data is self reported and figures and percentages are based on those with a known religious affiliation or nationality recorded on JPA. Please see the data sources section for more details.

At 1 April 2015, **2.0 per cent** of UK Armed Forces personnel had a declared religion other than Christianity, this is a **slight increase of 0.1 percentage points** compared to **1.9 per cent** at 1 April 2014 and an **increase of 0.2 percentage points** compared to **1.8 per cent** at 1 April 2013.

Despite the decreases in the Strength of the UK Regular Forces, compared with April 2013, the number of personnel declaring religious beliefs other than Christian in April 2015 has gradually increased in the RN/RM but remained constant in the Army and RAF. At 1 April 2015, the proportion of non-Christian personnel in the RN/RM was 0.9 per cent, the Army was 2.9 per cent and the RAF has a proportion of 0.9 per cent. See the graphs below.

The Army has the largest proportion of personnel with a Non-Christian religious background. There is a slightly higher proportion of personnel with a Non-UK nationality than a UK nationality who follow a Non-Christian religion in the Army Other Ranks. This could include those transferring from the Gurkha regiment into the UK Regular Army.

Table 3b - UK Regular Forces declaring a Non-Christian religion¹ by Service and nationality²

	Non-Christian Religions representation as at 1 April 2013		Non-Christian Religions representation as at 1 April 2014		Non-Christian Religions representation as at 1 April 2015	
	Number	%	Number	%	Number	%
All Services	3 100	1.8	2 990	1.9	3 110	2.0
Officers	260	0.9	250	0.9	240	0.9
of which UK	240	97.2	230	95.5	230	94.7
of which non-UK	10	2.8	10	4.5	10	5.3
Other ranks	2 840	2.0	2 750	2.1	2 860	2.3
of which UK	1 510	53.3	1 470	53.6	1 560	54.6
of which non-UK	1 330	46.7	1 270	46.4	1 300	45.4
RN/RM	290	0.9	290	0.9	300	0.9
Officers	40	0.6	40	0.6	40	0.5
of which UK	40	95.3	40	94.9	40	94.6
of which non-UK	~	-	~	-	~	-
Other Ranks	250	0.9	250	0.9	270	1.0
of which UK	210	84.3	210	83.5	220	82.0
of which non-UK	40	15.7	40	16.5	50	18.0
Army	2 490	2.5	2 410	2.7	2 490	2.9
Officers	140	1.0	140	1.0	140	1.1
of which UK	130	97.1	130	94.1	130	93.4
of which non-UK	~	-	10	5.9	10	6.6
Other Ranks	2 360	2.7	2 280	2.9	2 360	3.2
of which UK	1 080	45.8	1 050	46.2	1 110	47.2
of which non-UK	1 280	54.2	1 220	53.8	1 240	52.8
Royal Air Force	310	0.9	290	0.9	310	0.9
Officers	80	0.9	70	0.9	70	1.0
of which UK	70	98.6	70	98.5	70	97.1
of which non-UK	~	-	~	-	~	-
Other Ranks	240	0.9	220	0.8	240	0.9
of which UK	220	95.3	210	95.9	230	96.7
of which non-UK	10	4.7	10	4.1	10	3.3

Source: Defence Statistics (Tri Service)

1. Non-Christian religions include personnel who have self identified as Buddhist, Hindu, Jewish, Kirati, Muslim, Sikh or any other non-Christian religious belief.
2. Religion figures and percentages are based on those with a declared religious affiliation and Nationality figures and percentages based on those with a known nationality on JPA.

Non-Christian Religions representation by Service at 1 April each year

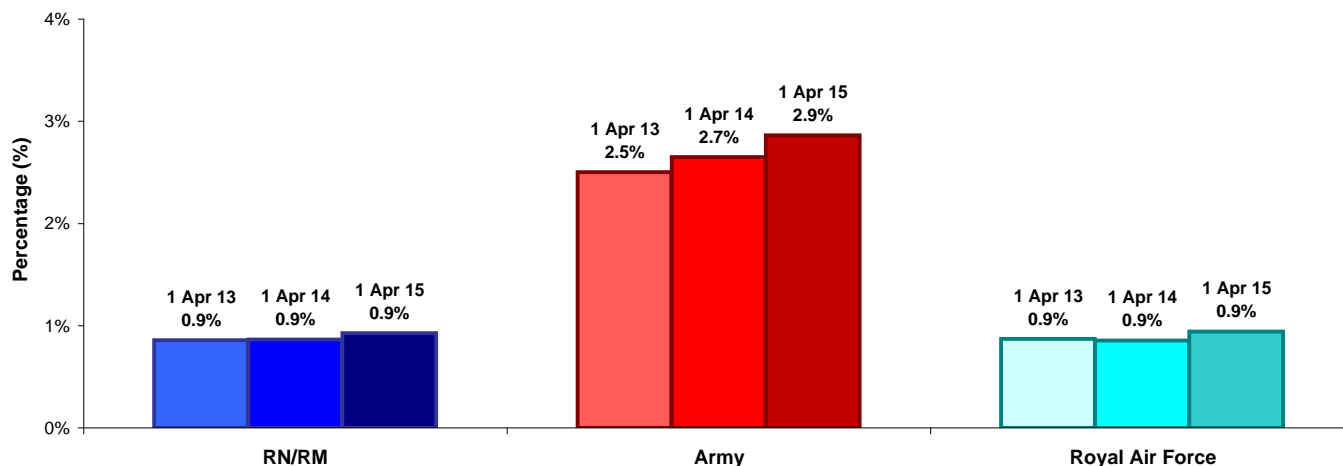


Table 3c shows UK Regular Forces declaring no religion by Service and Nationality

Table 3c shows the proportion of personnel declaring no religion in the UK Regular Forces by service. Religion and nationality data are self reported and figures and percentages are based on those with a known religious affiliation or nationality recorded on JPA. Please see the data sources section for more details.

The number of personnel declaring no religion is increasing across each of the Services. At 1 April 2015, the representation of personnel declaring no religion was **20.2 per cent**, an **increase of 2.0 percentage points** compared with **18.2 per cent** at 1 April 2014 and an **increase of 3.8 percentage points** compared with **16.4 per cent** at 1 April 2013.

The number of personnel declaring no religion is increasing across the three Services. The RN/RM has the highest proportion of personnel declaring no religion, at **26.8 per cent**, the Army has the lowest proportion of **16.8 per cent** and the RAF has a proportion of **22.8 per cent**. See the graphs below.

Table 3c - UK Regular Forces declaring no religion¹ by Service and nationality²

	No Religion representation as at 1 April 2013		No Religion representation as at 1 April 2014		No Religion representation as at 1 April 2015	
	Number	%	Number	%	Number	%
All Services	27 670	16.4	28 780	18.2	30 930	20.2
Officers	3 610	12.5	3 830	13.8	4 220	15.6
of which UK	3 570	99.1 ^r	3 800	99.3 ^r	4 180	99.3
of which non-UK	30 ^r	0.9 ^r	30	0.7 ^r	30	0.7
Other ranks	24 060	17.1	24 950	19.1	26 710	21.2
of which UK	23 750	98.7	24 650	98.8	26 440	99.0
of which non-UK	300 ^r	1.3	300	1.2	260	1.0
RN/RM	7 550	22.3	8 200	24.6	8 760	26.8
Officers	1 010	14.5	1 060	15.6	1 200	17.7
of which UK	1 000	99.4	1 060	99.6	1 200	99.5
of which non-UK	10	0.6	~ ^r	-	10	0.0
Other Ranks	6 550	24.3	7 140	27.0	7 560	29.1
of which UK	6 440	98.4	7 050	98.6	7 480	98.9
of which non-UK	100	1.6	100	1.4	80	1.1
Army	13 450	13.5	13 560	14.9	14 610	16.8
Officers	1 500	10.8	1 610	12.2	1 740	13.6
of which UK	1 480	98.4	1 590	98.7	1 720	98.7
of which non-UK	20	1.6	20	1.3	20	1.3
Other Ranks	11 940	13.9	11 950	15.4	12 870	17.3
of which UK	11 750	98.4	11 760	98.5 ^r	12 700	98.7
of which non-UK	190	1.6	180 ^r	1.5 ^r	170	1.3
Royal Air Force	6 670	18.7	7 020	20.6^r	7 560	22.8
Officers	1 100	13.7	1 160	15.1	1 280	17.0
of which UK	1 090	99.9 ^r	1 150	99.9 ^r	1 270	99.8
of which non-UK	~ ^r	-	~ ^r	-	~	-
Other Ranks	5 570	20.1	5 860	22.2	6 280	24.5
of which UK	5 550	99.7	5 840	99.7 ^r	6 260	99.8
of which non-UK	10 ^r	0.3	20	0.3 ^r	20	0.2

Source: Defence Statistics (Tri Service)

1. "No religion" includes personnel who have self identified as having no religion on JPA. This category has been previously mislabelled as "Secular". As in previous publications, this field encompasses personnel declaring themselves as Agnostic, Atheist, Humanist and Secularist. This **does not** include those with an unrecorded religion.
2. Religion figures and percentages are based on those with a **declared** religious affiliation and Nationality figures and percentages based on those with a **known** nationality on JPA.

No religion representation by Service at 1 April each year

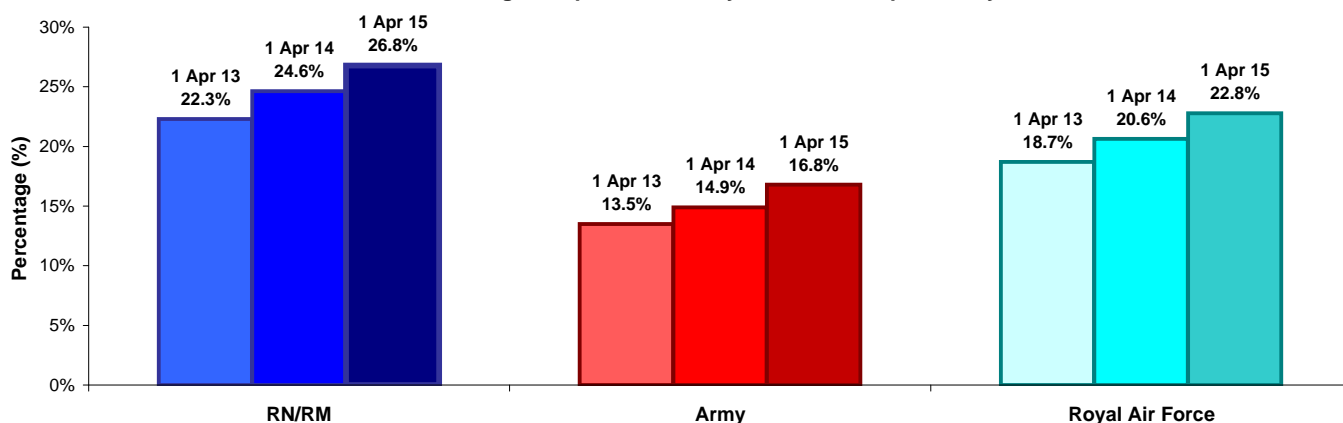


Table 4 shows UK Regular Forces by Officers and Other Ranks and the age group representation

See Graphs 4.1 - 4.3 for an illustration of the age profile of the UK Regular Forces, for All Services, for Officers and for Other Ranks.

At 1 April 2015, **50.2 per cent** of all UK Regular Forces personnel were under 30, this is a **decrease of 0.5 percentage points** from **50.7 per cent** since 1 April 2014 and a **decrease of 0.9 percentage points** since 1 April 2013 (**51.1 per cent**). For an illustration on the difference between the proportion of age between Officers and Other Ranks see Graphs 4.2 and 4.3.

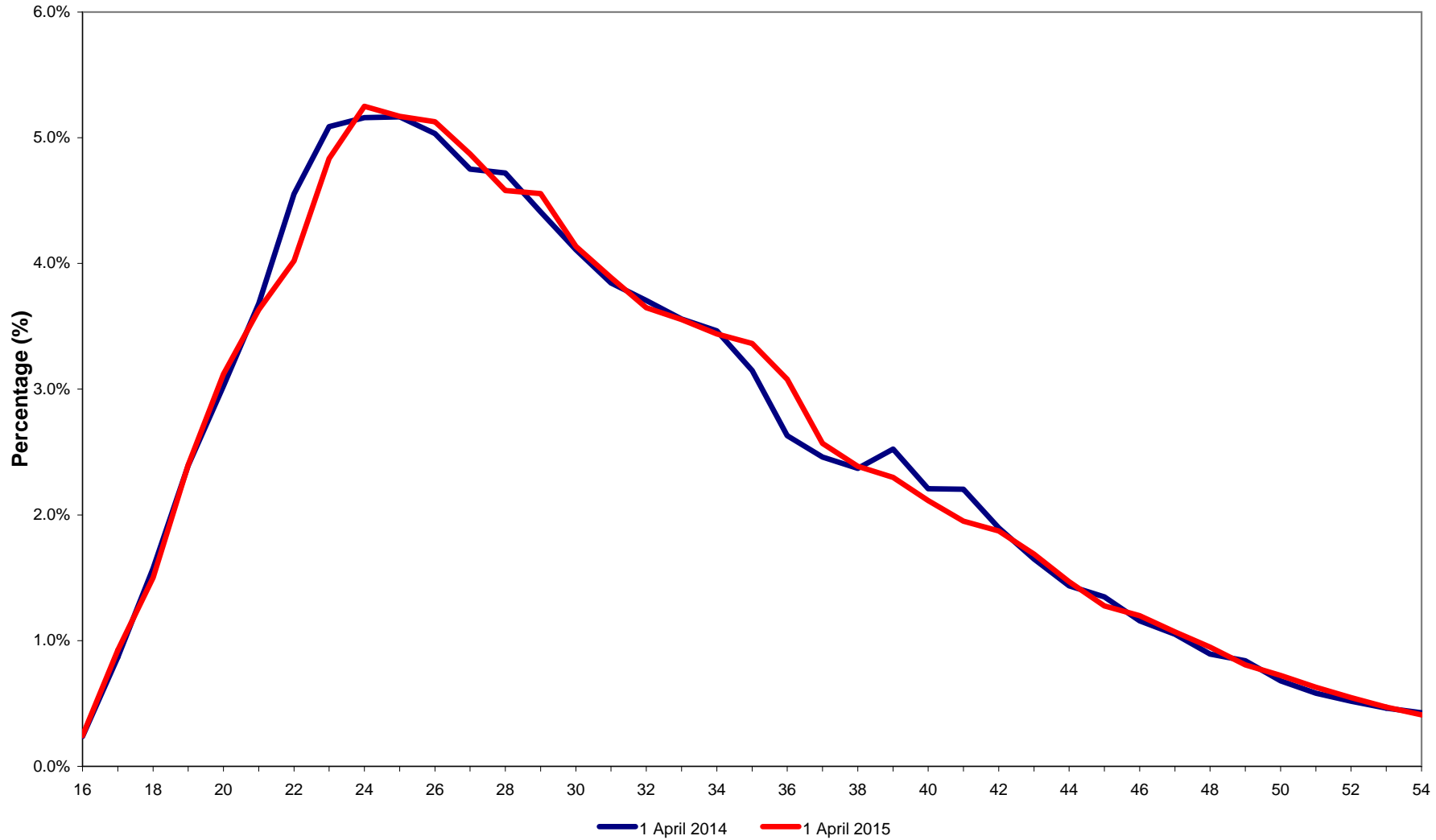
At 1 April 2015, the mean average age of UK Regular service personnel was **30 years old**. The mean average age for Officers at 1 April 2015 was **37 years old** and the mean average age for Other Ranks was **29 years old**.

Table 4 - Age group representation of UK Regular Forces by Officers and Other Ranks

	Age representation as at 1 April 2013		Age representation as at 1 April 2014		Age representation as at 1 April 2015	
	Number	%	Number	%	Number	%
All Services	170 710	100	159 630	100	153 720	100
Under 18	2 170	1.3	1 760	1.1	1 800	1.2
18-19	6 920	4.1	6 330	4.0	5 990	3.9
20-24	38 020	22.3	34 340	21.5	32 060	20.9
25-29	40 100	23.5	38 440	24.1	37 360	24.3
30-34	31 360	18.4	29 820	18.7	28 690	18.7
35-39	22 040	12.9	20 960	13.1	21 060	13.7
40-44	16 860	9.9	14 990	9.4	13 980	9.1
45-49	8 650	5.1	8 440	5.3	8 150	5.3
50-54	4 330	2.5	4 260	2.7	4 280	2.8
55+	240	0.1	270	0.2	350	0.2
Officers	29 060	100	27 850	100	27 230	100
Under 18	-	-	-	-	-	-
18-19	20	0.1	30	0.1	40	0.2
20-24	1 850	6.4	1 710	6.1	1 710	6.3
25-29	5 320	18.3	5 090	18.3	4 940	18.1
30-34	5 400	18.6	5 110	18.3	4 910	18.0
35-39	4 460	15.3	4 420	15.9	4 460	16.4
40-44	4 910	16.9	4 540	16.3	4 270	15.7
45-49	4 290	14.7	4 210	15.1	4 040	14.8
50-54	2 600	8.9	2 490	9.0	2 560	9.4
55+	220	0.8	240	0.9	300	1.1
Other Ranks	141 650	100	131 770	100	126 490	100
Under 18	2 170	1.5	1 760	1.3	1 800	1.4
18-19	6 900	4.9	6 300	4.8	5 950	4.7
20-24	36 170	25.5	32 620	24.8	30 360	24.0
25-29	34 780	24.6	33 350	25.3	32 420	25.6
30-34	25 970	18.3	24 720	18.8	23 780	18.8
35-39	17 580	12.4	16 550	12.6	16 590	13.1
40-44	11 950	8.4	10 450	7.9	9 710	7.7
45-49	4 360	3.1	4 230	3.2	4 110	3.2
50-54	1 740	1.2	1 770	1.3	1 720	1.4
55+	20	-	30	-	50	-

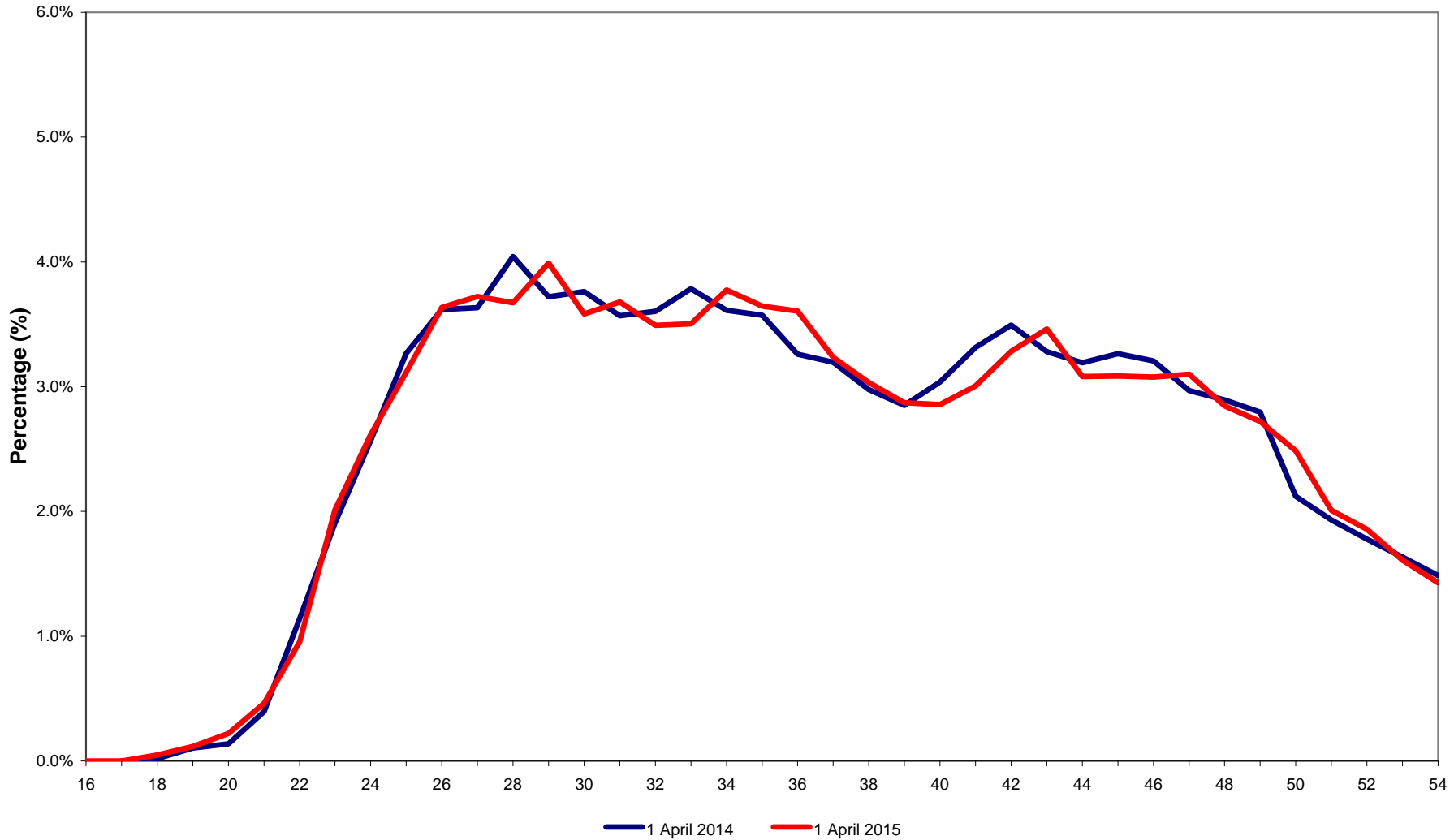
Source: Defence Statistics (Tri Service)

Graph 4.1 - Age Profile of UK Regular Forces, as at 1 April 2015 compared with age profile as at 1 April 2014



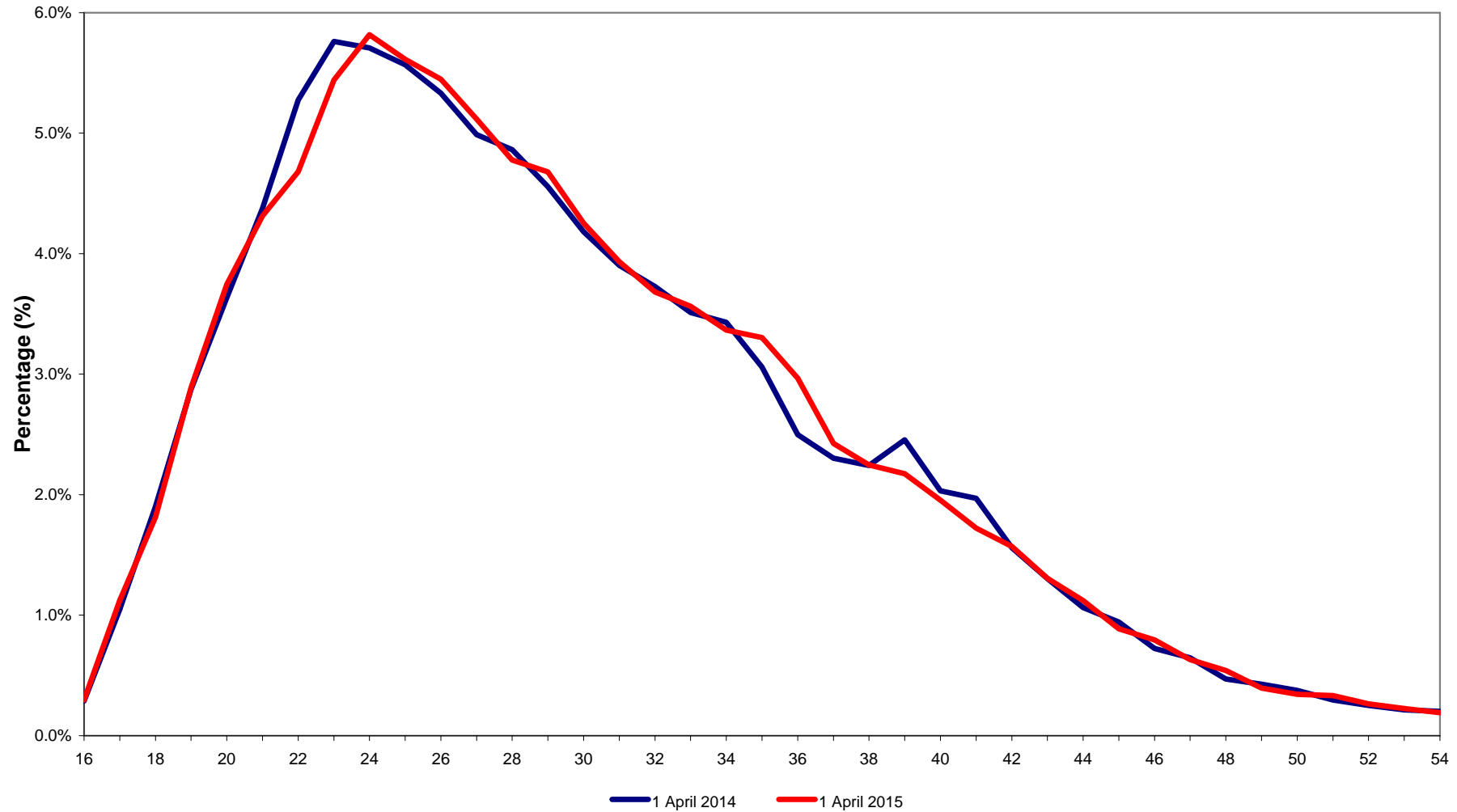
Figures show the age profile of UK Regular Service personnel between the ages of 16 to 54. As at 1 April 2015 there were 350 personnel aged 55 and over and as at 1 April 2014 there were 270 personnel aged 55

Graph 4.2 - Age Profile of UK Regular Officers, as at 1 April 2015 compared with age profile as at 1 April 2014



Figures show the age profile of UK Regular Service personnel between the ages of 16 to 54. As at 1 April 2015 there were 300 Officers aged 55 and over and as at 1 April 2014 there were 240 Officers aged 55 and over

Graph 4.3 - Age Profile of UK Regular Other Ranks, as at 1 April 2015 compared with age profile as at 1 April 2014



Figures show the age profile of UK Regular Service personnel between the ages of 16 to 54. As at 1 April 2015 there were 50 personnel in the Other Ranks aged 55 and over and as at 1 April 2014 there were 30 Other Ranks aged 55 and over

Glossary

Black, Asian and Minority Ethnic (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. In this publication, BAME has replaced Black and Minority Ethnic (BME), though there is no change to the underlying population. 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.

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.

Gurkhas are recruited and employed in the British and Indian Armies under the terms of the 1947 Tri-Partite Agreement (TPA) on a broadly comparable basis. They remain Nepalese citizens but in all other respects are full members of HM Forces. Since 2008, Gurkhas are entitled to join the UK Regular Forces after 5 years of service and apply for British citizenship.

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.

Joint Personnel Administration JPA is the system used by the Armed Forces to deal with matters of pay, leave and other personal administrative tasks. JPA replaced a number of single-service IT systems and was implemented in April 2006 for RAF, November 2006 for Naval Service and April 2007 for Army.

Long Term Absentees (LTAs) are Service personnel who have been absent without leave (AWOL) for more than 21 days.

The **Ministry of Defence (MOD)** is the United Kingdom government department responsible for the development and implementation of government defence policy and is the headquarters of the British Armed Forces. The principal objective of the MOD is to protect the security, independence and interests of the United Kingdom at home and abroad. The MOD also manages day to day running of the Armed Forces, contingency planning and defence procurement.

Naval Service was previously used in this publication to describe the population which comprises the **Royal Navy** and the **Royal Marines** combined which is now referred to as **RN/RM** or **Royal Navy/Royal Marines**. Naval Service describes the total Naval population which includes the RN/RM as well as the Maritime Reserve, Serving Royal Fleet Reserve and Naval Sponsored Reservists.

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 neither Christian nor a belief which would be considered to be categories as No Religion in this report.

No Religion includes personnel who have self identified as having no religion on JPA. This category has been previously published as "Secular". As in previous publications, this field encompasses personnel declaring themselves as Agnostic, Atheist, Humanist and Secularist. This does not include those with an unrecorded religion.

Officers An officer is a member of the Armed Forces holding the Queen's Commission to lead and command elements of the forces. Officers form the middle and senior management of the Armed Forces. This includes ranks from Sub-Lt/2nd Lt/Pilot Officer up to Admiral of the Fleet/Field Marshal/Marshal of the Royal Air Force, but excludes Non-Commissioned Officers.

Other Ranks Other ranks are members of the Royal Marines, Army and Royal Air Force who are not Officers but Other Ranks include Non-Commissioned Officers. The equivalent group in the Royal Navy are known as "Ratings".

Outflow from UK Regular Forces includes personnel leaving the Services, deaths and recalled reservists on release. They do not include promotion from ranks to officers or flows between Services. Outflow does not include any flow to Long Term Absentee.

Requirement the requirement for the UK Armed Forces is defined as the number of Service personnel needed, based on the Defence Planning Round, set for each of the three Services.

Royal Air Force (RAF) is the aerial defence force of the UK.

Royal Marines Royal Marines are sea-going soldiers who are part of the Naval Service. RM officer ranks were aligned with those of the Army on 1 July 1999.

Royal Navy/Royal Marines or **RN/RM** is a term used in this publication to describe full-time Naval Armed Forces personnel which comprises of the **Royal Navy** and the **Royal Marines** combined.

Royal Navy (RN) The sea-going defence forces of the UK but excludes the Royal Marines and the Royal Fleet Auxiliary Service (RFA).

Secular was previously used in this publication to describe personnel who had self identified as having no religion or any other beliefs. This category has been renamed **No Religion**.

Strength is defined as the number of personnel (for each Service it is partially determined by its requirements) at a given point in time; Defence Statistics (Tri Service) publications present this data at the 1st of each month.

Trained Strength comprises military personnel who have completed Phase 1 and 2 training.

- **Phase 1** Training includes all new entry training to provide basic military skills.
- **Phase 2** Training includes initial individual specialisation, sub-specialisation and technical training following Phase 1 training prior to joining the trained strength.

Untrained strength comprises military personnel who have yet to complete Phase 2 training.

UK Regulars are full time Service personnel, including Nursing Services, but excluding FTRS personnel, Gurkhas, mobilised Reservists, Military Provost Guarding Service (MPGS), Locally Engaged Personnel (LEP), and Non Regular Permanent Service (NRPS). Unless otherwise stated, includes trained and untrained personnel.