



Ministry of Defence

Statistical Release

Published 30 May 2013

Biannual Diversity Dashboard

01 April 2013

This statistical release presents figures on diversity declaration and representation of minority groups of civilian and military personnel employed by 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.

Key Points and Trends from 1 April 2012 to 1 April 2013

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
UK Regular Forces by Service	6
Ethnicity Representation	
Civilian personnel by Grade	7
UK Regular Forces by Service	8
Sexual Orientation Representation	
Civilian personnel by Grade	9
Religion Representation	
Civilian personnel by Grade	10
UK Regular Forces by Service	12
Age Profile Graphs	
Civilian personnel	15
UK Regular Forces	16

MOD Core Civilian Personnel

- Female representation has fallen 0.3 percentage points. Representation in Bands D and above has increased, while at Band E and Industrial grades it has fallen. This together with a shift in the distribution of females across grades with a shift away from Band E, balanced by the increase at Band D and Band C, suggests a gradual shift to more synergy of gender distributions across grade.
- Black and Minority Ethnic (BME) representation has increased slightly by 0.1 percentage points. The proportion of all BME personnel at grades C and B show no real difference to the distribution of white personnel at these grades and overall grade distribution is more closely aligned than for Gender.
- Lesbian, Gay and Bisexual (LGB) representation has maintained a consistent rate for all grade bands. Sexual Orientation is the most closely replicated of all the protected characteristics across grades, showing negligible differences between the distribution of LGB and heterosexual personnel.
- The representation of non-Christian civilian personnel has remained at 5.1 per cent. For Industrial grades and Band B the distribution of religion is comparable across Christian, Secular and non-Christian. The distribution of non-Christian personnel is skewed to Band E and the difference between non-Christian and Secular is growing, with a considerable growth of Secular personnel at Band C.

UK Regular Forces

- The overall female representation of the UK Regular Forces was 9.7 per cent; this has remained constant between 1 April 2012 and 1 April 2013.
- BME personnel comprised 7.1 per cent of the UK Regular Forces, continuing a long term gradual increase in the proportion of BME personnel. This differs considerably by officer (2.4 per cent) and other ranks (8.1 per cent). There are also notable variations by Service with the Army employing the most BME personnel (10.2 per cent) and the RAF the least (2.0 per cent).
- The percentage of Christian personnel has reduced from 83.6 per cent in April 2012 to 81.8 per cent in April 2013. The Army has the highest percentage of personnel with a declared Christian religion (84.0 per cent), compared to the Royal Air Force (80.4 per cent) and the Naval Service (76.8 per cent).

Further Information:

Defence Statistics Civilian Tel: 020-721-81359
 Defence Statistics Tri Tel: 020-780-78896
 Email: dasa-quad-enquiries@mod.uk
 General Public Enquiries: www.dasa.mod.uk

Introduction

The Diversity Dashboard contains figures on the representation strengths and percentages of Core MOD Civilian Personnel and UK Regular Forces at 1 April 2013, with a focus on the protected characteristics of these personnel. It complements both the Civilian and Armed Forces Quarterly Personnel Reports (QCPR and QPR) 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:

www.dasa.mod.uk

Civilian Disability Data

Due to the HRMS reset of the disability field on 18 April 2011 to accommodate the new disability reporting requirements to match 2011 Census definitions, insufficient numbers of personnel have made disability declarations to be able to report civilian disability representation with any validity from July 2011. Disability representation figures prior to this date can be found in the Quarterly Civilian Personnel Report.

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.

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.

Ethnic background, religion and sexual orientation are self-reported.

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

UK Regular Forces

Figures are for UK Regular Forces (including both Trained and Untrained personnel), and therefore exclude Gurkhas, Full Time Reserve Service personnel and mobilised reservists.

Black and Minority Ethnic percentage figures are based on those with a known ethnic origin.

Ethnic background, religion and nationality are self-reported.

UK Armed Forces personnel are sourced from the Joint Personnel Administration system.

Whilst this report does not look at flows, in the 12 months ending 31st March 2013, 3,470 personnel left the UK Regular Forces under the Armed Forces Redundancy Programme, including 430 Naval Service, 2,060 Army and 980 Royal Air Force personnel.

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.

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’.

A large number of civilian personnel left the department in the last six months under the Voluntary Early Release scheme (VERS). While this report does not look at flows it should be noted that, with 9,200 personnel having left on VERS to date, 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
- .. not available
- 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

On 1 April 2013 the Directorate formerly known as DASA split into two one-star analytical business areas within the Head Office Strategy Directorate - Defence Economics and Defence Statistics. These two business areas continue to provide National Statistics on Defence and other corporate information, forecasting, planning, consultancy, analytical research and advice to the MOD. E-mail addresses and role titles will be updated in due course.

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
Defence Statistics (Tri Service) 020 780 78896

Email dasa-quad-enquiries@mod.uk
Visit our website at www.dasa.mod.uk and complete the feedback form.

Section 1 - Gender representation of core MOD civilian personnel by grade

Overall female representation has fallen, with a 0.3 percentage point decrease in the past year. Representation in Bands D and above has increased during the last year, while representation at Band E and Industrial grades has fallen.

The proportion of females at Band E has fallen 2.2 percentage points, which is particularly notable as the distribution of females has traditionally been skewed to the Band E grades representing 44.4 per cent of all females, compared to 24.3 per cent of the male population. The male distribution across grades remains skewed towards Band C representing 32.2 per cent of all males, compared to 26.9 per cent of the female distribution. The increase in female representation at Band C (1.1 percentage points) and a decrease at Band E (1.2 percentage points) shows a shift to more synergy between the gender distributions across grade (see chart below). This has largely been brought about as a result of the disproportionate number of band E personnel (which has typically been female dominated) leaving under VERS.

For industrial personnel, the proportion of females in Skills Zones 1-4 has fallen 0.6 percentage points in the last year and the gender distributions remain strongly skewed, with 18.2 per cent of all males and only 6.3 per cent of the female workforce represented. It should be noted that as Skill Zones 1-3 are equivalent to Band E non-industrial grades, when considering industrial and non-industrial grade equivalents together, gender differences in the distributions across grades reduce considerably.

	Female Representation at 1 April 2012		Female Representation at 1 April 2013	
	Number	Percentage	Number	Percentage
Core MOD Total^{1,2}	20,230	37.4	18,370	37.1
SCS	50	21.9	60	23.9
Band B	590	26	620	27
Band C	4,980	31.9	4,940	33
Band D	3,570	39.2	3,400	40.2
Band E	9,640	53.1	8,150	51.9
Skill Zones 1-4	1,350	17.6	1,160	17
Other Industrials	30	2.5	20	2.2

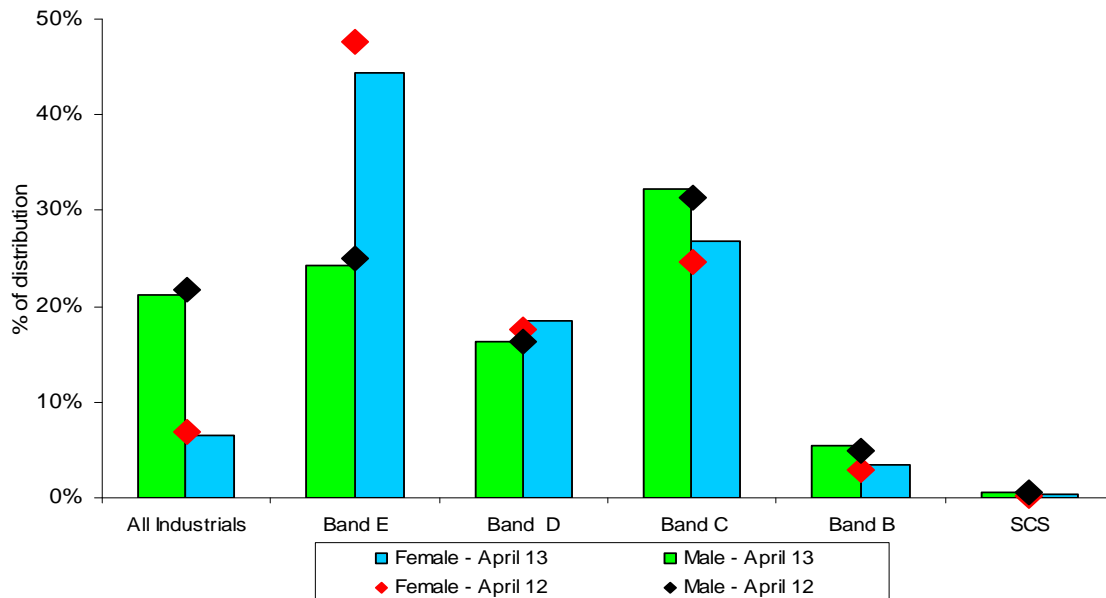
Source: Defence Statistics(Civilian)

1. Core MOD Total includes all known, allocated core grades, and also includes those with unallocated grade who are not listed elsewhere in this table, but excludes all Trading Funds personnel, Royal Fleet Auxiliary and locally engaged civilians.

2. 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.

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

Comparison of male and female distributions across grade bands at 1 April 2012 & 2013



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

The overall female representation of the UK Regular Forces was 9.7 per cent, this has remained constant between 1 April 2012 and 1 April 2013. The proportion of Army females increased by 0.2 percentage points, RAF females 0.1 percentage points, whilst the Royal Navy saw a 0.1 per cent reduction. This also differs by officer (12.6 per cent) and other ranks (9.1 per cent).

In the 12 months to the 31 March 2013, the proportion of female entrants to UK Regular Forces was 8.4 per cent. This is lower than the proportion on strength (9.7 per cent) and lower than the previous 12 month period ending the 31 March 2012 (8.7 per cent).

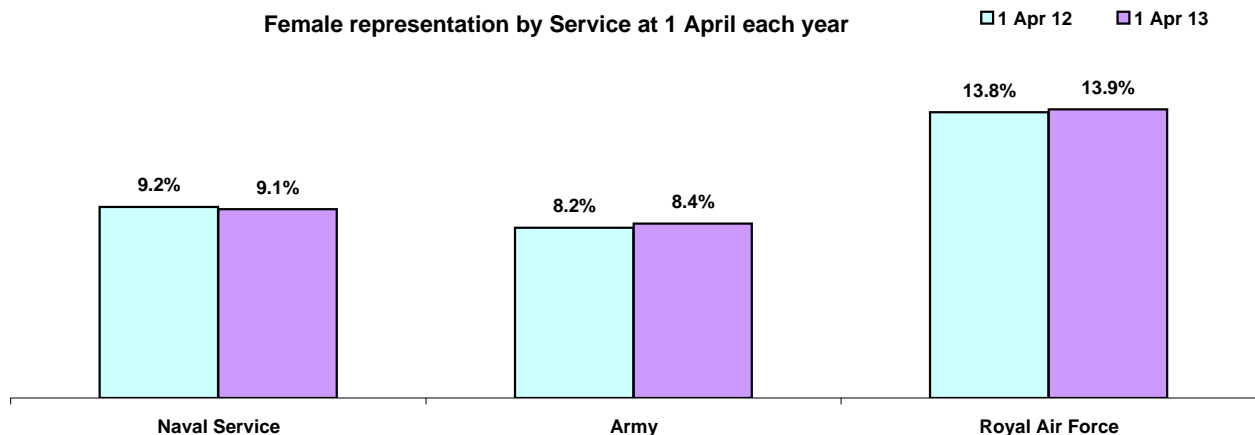
Representation of females differs by Service with the RAF having the largest percentage of females in total (13.9 per cent). The Royal Marines has the smallest proportion of females (1.3 per cent). This is partly explained by restrictions on roles available to women and the nature of the roles in each of the Services.

The Armed Forces have an exemption from the Sex Discrimination Act and there are restrictions on females serving in close-combat roles. Figures compiled in 2006 show that 71% of posts in the Navy, 67% of posts in the Army and 96% of posts in the RAF are open to women. However, all cap-badged posts in the Regular Infantry (and Household Cavalry/Royal Armoured Corps) and the Royal Marines are presently closed to women on the grounds of combat effectiveness. **Defence Statistics is looking to update figures on the % of posts open to females in the near future.**

Additional information on the rank structure and age profile of females within the UK Regular Forces can be found within the Annual Personnel Report (APR) - <http://www.dasa.mod.uk/index.php?pub=APR>.

	Female Representation - 1 April 2012		Female Representation - 1 April 2013	
	Number	Percentage	Number	Percentage
All Services	17 370	9.7	16 610	9.7
Officers	3 820	12.4	3 670	12.6
Other ranks	13 560	9.1	12 940	9.1
Royal Navy	3 170	11.5	2 970	11.3
Officers	700	11.0	690	11.2
Other Ranks	2 480	11.6	2 290	11.4
Royal Marines	100	1.3	100	1.3
Officers	-	-	-	-
Other Ranks	100	1.4	100	1.5
Army	8 570	8.2	8 400	8.4
Officers	1 680	11.6	1 640	11.8
Other Ranks	6 890	7.7	6 760	7.9
Royal Air Force	5 520	13.8	5 130	13.9
Officers	1 440	15.9	1 340	16.3
Other Ranks	4 090	13.2	3 790	13.2

Source: Defence Statistics (Tri-Service)



Section 2 - Ethnicity declaration and representation of core MOD civilian personnel by grade

Black and Minority Ethnicity (BME) representation overall has increased only slightly during the last year with an increase to the core MOD representation of 0.1 percentage points. BME representation has increased in all non-Industrial grade bands since last year between 0.1 to 0.7 percentage points, with Band B showing the largest change. BME representation in Skill Zones 1-4 has also increased by 0.1 percentage points.

Despite a disproportionately high decrease in the numbers of Band E personnel leaving under VERS, the distribution of BME personnel compared to the distribution of white personnel has not fundamentally changed. Band E which typically has the highest representation of BME personnel has only seen a 0.1 percentage point change in the difference between distributions since last year (see chart below) and all other grade bands have only seen a maximum of 0.5 percentage point change in their relative distributions.

The Ethnicity distributions for industrial grades are more closely aligned than for Gender, with only a 4.8 percentage point difference compared to the 11.9 per cent for Gender. This, together with the smaller change at Band E suggests that job type has less effect on ethnicity distributions than it does on gender distributions.

Grades C and above show no real differences in the distributions of white and BME personnel at these grades, with the proportion of all BME personnel at each of these grades being similar to the proportion of white personnel at these grades. Comparing to last year, there is now a higher proportion of BME at Band B and this is higher than the proportion of White personnel, 4.5 per cent compared to 4.4 per cent.

	Declaration as at 1 April 2013	BME representation at 1 April 2012		BME representation at 1 April 2013	
	Percentage	Number	Percentage	Number	Percentage
Core MOD Total^{1,2}	88.0	1,760	3.7	1,650	3.8
SCS	88.1	10	2.7	~	~
Band B	84.2	60	3.2	70	3.9
Band C	86.3	490	3.6	480	3.7
Band D	90.1	260	3.2	260	3.4
Band E	91.1	760	4.5	680	4.7
Skill Zones 1-4	84.5	160	2.4	140	2.5
Other Industrials	79.8	20	2.7	20	2.3

Source: Defence Statistics(Civilian)

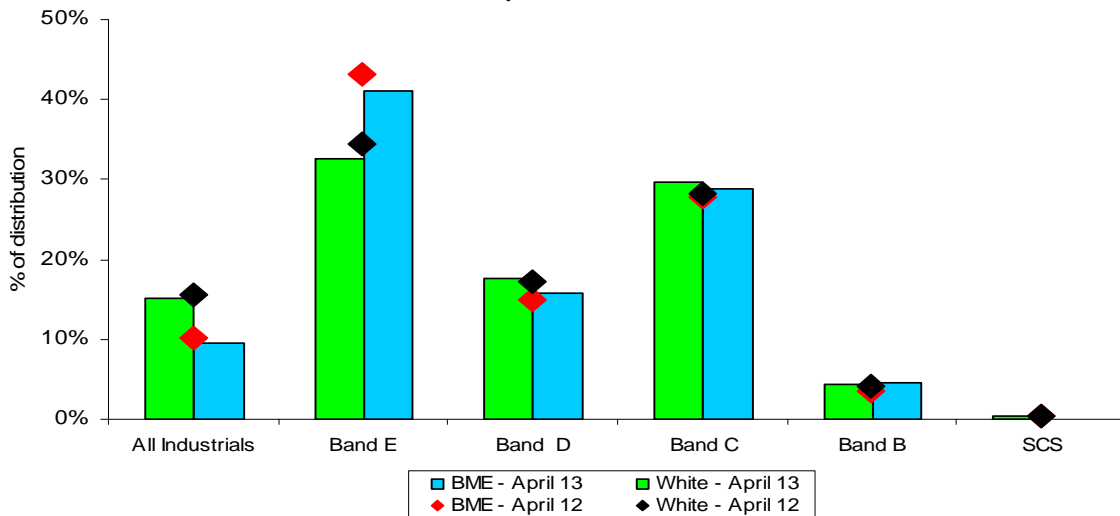
1. Core MOD Total includes all known, allocated core grades, and also includes those with unallocated grade who are not listed elsewhere in this table, but excludes all Trading Funds personnel, Royal Fleet Auxiliary and locally engaged civilians.

2. 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.

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

~ denotes a number less than 5 or a percentage suppressed as the underlying number is less than 5

Comparison of White & BME distributions across grade bands at 1 April 2012 & 2013



Section 2 - Ethnic origin and nationality representation of UK Regular Forces by Service

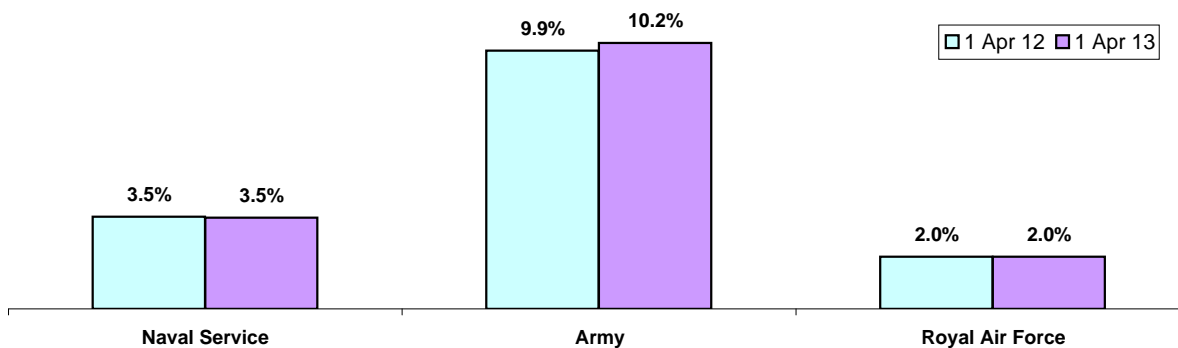
Black and Minority Ethnic (BME) personnel comprise 7.1% of the UK Regular Forces. This differs considerably between officers (2.4%) and other ranks (8.1%). It also differs by Service with the Army employing the most BME personnel (10.2%) and the RAF the least (2.0%). Since 2009, Gurkha personnel have been able to transfer into the UK Regular Army, which partially explains the larger proportion of BME personnel in the Army. The Army also has more personnel from other Foreign and Commonwealth countries, over 80% of whom are from BME backgrounds.

The proportion of BME personnel entering the UK Regular Forces in the 12 months to 31 March 2013 was 7.8 per cent, greater than the proportion on strength (7.1 per cent 1 April 2013). This represents an increase from 7.3 per cent in the 12 months to 31 March 2012. Targeted recruitment activity continues to increase the number of BME personnel in the Armed Forces.

	Black and Minority Ethnic (BME) representation as at 1 April 2012		Black and Minority Ethnic (BME) representation as at 1 April 2013	
	Number	Percentage	Number	Percentage
All Services	12 300	6.9	12 030	7.1
Officers	720	2.4	670	2.4
of which UK	670	93.2	620	93.3
of which non-UK	50	6.8	40	6.7
Other ranks	11 580	7.9	11 360	8.1
of which UK	4 120	35.6	4 120	36.2
of which non-UK	7 460	64.4	7 240	63.8
Naval Service	1 230	3.5	1 170	3.5
Officers	130	1.8	120	1.8
of which UK	120	94.4	120	94.4
of which non-UK	10	5.6	510	5.6
Other Ranks	1 110	4.0	1 040	3.9
of which UK	560	50.2	540	51.4
of which non-UK	550	49.8	510	48.6
Army	10 300	9.9	10 140	10.2
Officers	400	2.8	370	2.7
of which UK	360	90.5	340	90.8
of which non-UK	40	9.5	30	9.2
Other Ranks	9 900	11.1	9 770	11.4
of which UK	3 050	30.8	3 100	31.7
of which non-UK	6 850	69.2	6 680	68.3
Royal Air Force	770	2.0	720	2.0
Officers	190	2.3	180	2.3
of which UK	190	97.9	170	97.7
of which non-UK	-	2.1	-	2.3
Other Ranks	580	1.9	550	2.0
of which UK	520	89.4	490	88.4
of which non-UK	60	10.6	60	11.6

Source: Defence Statistics (Tri-Service)

Black and Minority Ethnic representation by Service at 1 April each year



Section 3 - Sexual Orientation declaration and representation of core MOD civilian personnel by grade

Lesbian, Gay and Bisexual (LGB) representation has maintained a consistent rate overall. Bands B to E at individual grade level and overall have a similar representation of LGB personnel with only a 0.1 percentage point difference between them. (SCS representation is volatile due to small numbers). The increase in representation at Band D and at Industrial grades, where numbers have been maintained, are therefore likely to be due to an outflow of personnel at these grades, that has been typified by heterosexual personnel.

Sexual Orientation is the most closely replicated of all the protected characteristics across grades, showing very little difference (less than 2 percentage points) between the distribution of LGB and heterosexual personnel at both industrial and non-industrial grades. It is important to note however that with declaration rates at only 66.7% overall, a third of personnel have not declared their sexual orientation, and as such caution should be used when considering actual representation rates.

	Declaration as at 1 April 2013	LGB Representation at 1 April 2012		LGB Representation at 1 April 2013	
	Percentage	Number	Percentage	Number	Percentage
Core MOD Total^{1,2}	66.7	600	1.7	550	1.7
SCS	66.3	10	3.6	~	~
Band B	63.1	20	1.6	20	1.6
Band C	66.6	180	1.7	170	1.7
Band D	71.1	100	1.6	100	1.7
Band E	68.7	210	1.7	180	1.7
Skill Zones 1-4	60.4	60	1.2	60	1.4
Other Industrials	50.6	10	..	10	..

Source: Defence Statistics(Civilian)

1. Core MOD Total includes all known, allocated core grades, and also includes those with unallocated grade who are not listed elsewhere in this table, but excludes all Trading Funds personnel, Royal Fleet Auxiliary and locally engaged civilians.

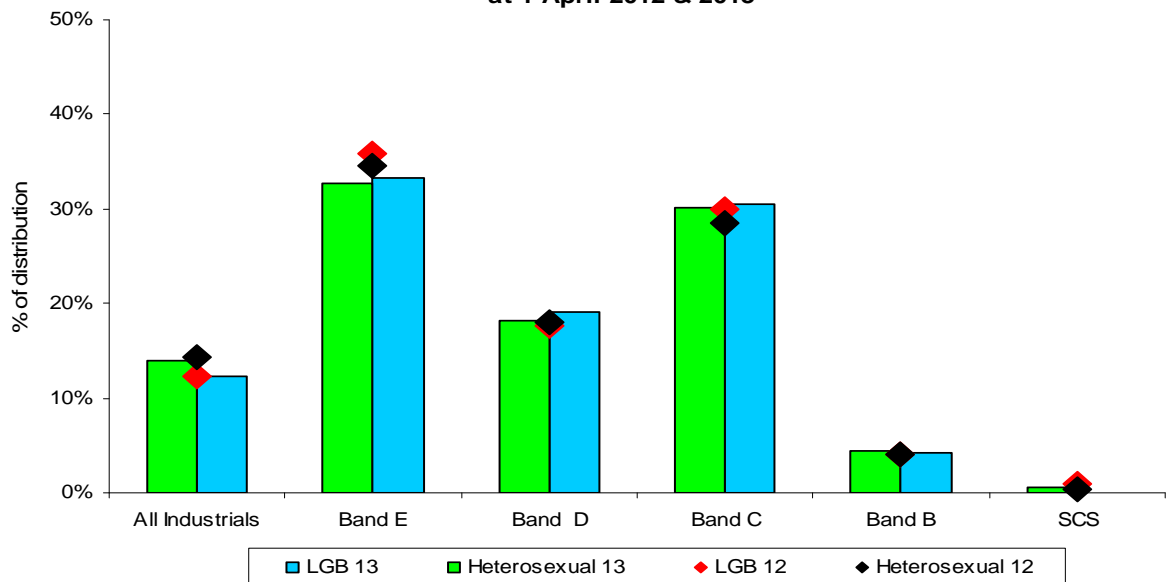
2. Data by individual Grade Band excludes non industrial personnel of unknown grade, however, these personnel are included in Core MOD total and associated percentages and rates.

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

~ denotes 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.

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

Comparison of Heterosexual & LGB distributions across grade bands at 1 April 2012 & 2013



Section 4 - Religion / Belief declaration and representation of core MOD civilian personnel by grade

The representation of non-Christian religion has remained at 5.1 percent, although there have been small increases in representation rates for all grade bands, except Band C. There has been a fall in the representation of Christian personnel by 0.6 percentage points, mirrored by a 0.6 percentage point increase in Secular representation.

For Band D and Band B the distribution of religion is comparable across Christian, Secular and non-Christian religion demonstrating no evidence of distortion by grade here, however the distribution of personnel with a non-Christian religion is skewed to Band E with Secular and Christian being 12.0 and 7.0 percentage points lower, respectively. The difference between non-Christian and Secular at Band E is growing (11.4 percentage point difference at April 2012), with a considerable growth of Secular personnel at Band C. 32.4 per cent of Secular personnel are now at Band C, compared to 29.4 per cent at 1 April 2012. Band C saw the only growth in numbers of Secular personnel, with a 1.7 percentage point growth in representation rates to 26.8 per cent of Band C.

For Industrial personnel the distribution is slightly weighted towards non-Christian religions, which shows a similar, although not as extreme, pattern to Band E. Skill Zones and Band E have the highest proportion of non-Christian representation at over 5 per cent and the lowest Secular representation at less than 24 per cent. This demonstrates that grade is associated with religion, given that Skill Zones 1-3 are equivalent to Band E. The distribution of Secular personnel by grade has fallen by 0.8 percentage points for Industrial grades, from April 2012 to April 2013 whilst the proportion of non-Christian personnel at Industrial grades has only fallen 0.3 percentage points.

	Declaration as at 1 April 2013	Representation at 1 April 2012		Representation at 1 April 2013	
	Percentage	Number	Percentage	Number	Percentage
	All	Non-Christian Religion		Non-Christian Religion	
Core MOD Total^{1,2}	67.2	1,860	5.1	1,710	5.1
SCS	62.6	~	~	~	~
Band B	62.7	60	4.0	60	4.1
Band C	66.4	440	4.3	420	4.2
Band D	71.3	300	4.6	280	4.7
Band E	70.6	800	6.2	700	6.3
Skill Zones 1-4	60.8	240	5.0	220	5.4
Other Industrials	48.0	20	..	20	..
		Secular		Secular	
Core MOD Total^{1,2}		8,810	24.1	8,210	24.7
SCS		50	29.6	50	33.6
Band B		360	24.5	360	24.9
Band C		2,590	25.1	2,660	26.8
Band D		1,780	27.3	1,660	27.5
Band E		2,790	21.7	2,400	21.6
Skill Zones 1-4		1,060	22.8	960	23.0
Other Industrials		170	..	120	..
		Christian		Christian	
Core MOD Total^{1,2}		25,920	70.8	23,350	70.2
SCS		110	67.3	100	63.8
Band B		1,040	71.5	1,020	71.0
Band C		7,320	70.7	6,860	69.0
Band D		4,450	68.1	4,090	67.8
Band E		9,280	72.1	7,990	72.0
Skill Zones 1-4		3,370	72.2	2,970	71.6
Other Industrials		350	..	310	..

Source: Defence Statistics(Civilian)

1. Core MOD Total includes all known, allocated core grades, and also includes those with unallocated grade who are not listed elsewhere in this table, but excludes all Trading Funds personnel, Royal Fleet Auxiliary and locally engaged civilians.

2. 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.

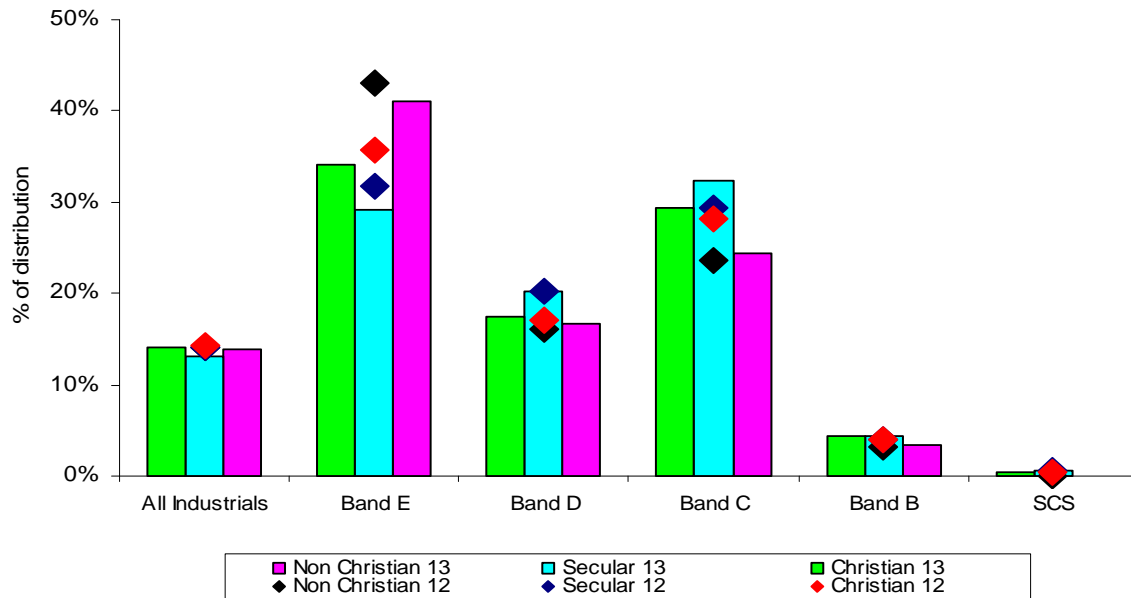
All percentages are calculated from headcount totals (part time equivalent to one person), from unrounded figures and are shown to 1 decimal place.

~ denotes 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.

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

Section 4 - Religion / Belief declaration and representation of core MOD civilian personnel by grade

Comparison of Religion/Belief group distributions across grade bands at 1 April 2012 & 2013

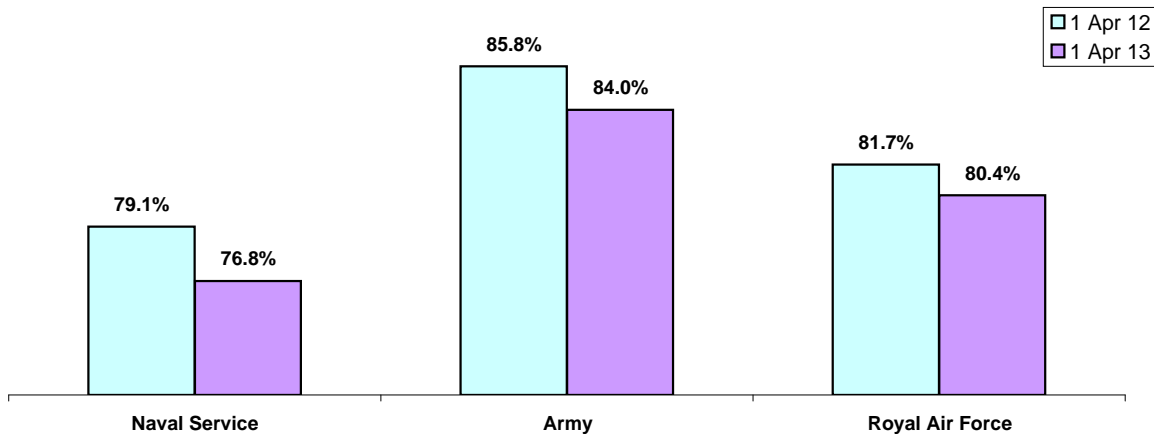


Section 4 - Religion and nationality representation of UK Regular Forces by Service

The percentage of UK Regular Forces personnel who are Christian has reduced from 83.6 per cent in April 2012 to 81.8 per cent in April 2013. This continues a longer term decrease in the number of personnel with a declared Christian religion, down from 84.7 per cent in 2007. The Army has the highest percentage of personnel with a declared Christian religion (84.0 per cent), compared to the Royal Air Force (80.4 per cent) and Naval Service (76.8 per cent). The Naval Service has the lowest proportion of Christian personnel, and especially in the Other Ranks (74.8 per cent).

	Christian representation as at 1 April 2012		Christian representation as at 1 April 2013	
	Number	Percentage	Number	Percentage
All Services	148 810	83.6	138 400	81.8
Officers	26 590	87.6	24 950	86.6
of which UK	26 370	99.2	24 740	99.2
of which non-UK	220	0.8	210	0.8
Other ranks	122 220	82.8	113 450	80.8
of which UK	114 910	94.0	106 490	93.9
of which non-UK	7 310	6.0	6 960	6.1
Naval Service	28 010	79.1	26 020	76.8
Officers	6 180	86.1	5 870	84.8
of which UK	6 160	99.7	5 860	99.7
of which non-UK	20	0.3	20	0.3
Other Ranks	21 830	77.3	20 150	74.8
of which UK	21 220	97.2	19 570	97.1
of which non-UK	620	2.8	580	2.9
Army	89 400	85.8	83 700	84.0
Officers	12 930	89.4	12 240	88.2
of which UK	12 750	98.6	12 070	98.7
of which non-UK	180	1.4	160	1.3
Other Ranks	76 470	85.3	71 460	83.3
of which UK	69 860	91.4	65 160	91.2
of which non-UK	6 610	8.6	6 300	8.8
Royal Air Force	31 400	81.7	28 680	80.4
Officers	7 490	85.9	6 840	85.4
of which UK	7 460	99.7	6 820	99.6
of which non-UK	30	0.3	30	0.4
Other Ranks	23 910	80.5	21 840	79.0
of which UK	23 840	99.7	21 760	99.6
of which non-UK	80	0.3	80	0.4

Source: Defence Statistics (Tri Service)

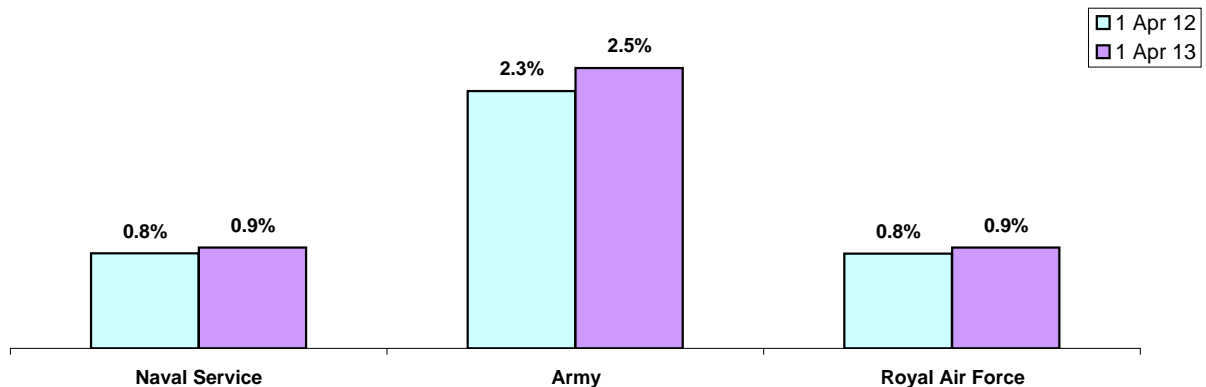


Section 4 - Religion and nationality representation of UK Regular Forces by Service

At April 2013, 1.8 per cent of UK Armed Forces personnel had a declared religion other than Christian, an increase of 0.1 percentage since April 2012. The Army has the largest proportion of personnel with a non-Christian religious background, which may be partly explained by its higher proportion of personnel with non-UK backgrounds, including those transferring from the Gurkha regiments into the Regular Army.

	Non-Christian Religions representation as at 1 April 2012		Non-Christian Religions representation as at 1 April 2013	
	Number	Percentage	Number	Percentage
All Services	3 010	1.7	3 100	1.8
Officers	280	0.9	260	0.9
of which UK	260	95.3	240	96.1
of which non-UK	10	4.7	10	3.9
Other ranks	2 740	1.9	2 840	2.0
of which UK	1 510	55.1	1 510	53.3
of which non-UK	1 230	44.9	1 330	46.7
Naval Service	300	0.8	290	0.9
Officers	50	0.7	40	0.6
of which UK	50	95.8	40	95.3
of which non-UK	-	4.2	-	4.7
Other Ranks	250	0.9	250	0.9
of which UK	210	84.5	210	84.3
of which non-UK	40	15.5	40	15.7
Army	2 390	2.3	2 490	2.5
Officers	140	1.0	140	1.0
of which UK	140	95.2	130	97.1
of which non-UK	10	4.8	-	2.9
Other Ranks	2 240	2.5	2 360	2.7
of which UK	1 070	47.5	1 080	45.8
of which non-UK	1 180	52.5	1 280	54.2
Royal Air Force	320	0.8	310	0.9
Officers	80	1.0	80	0.9
of which UK	80	95.2	70	94.7
of which non-UK	-	4.8	-	5.3
Other Ranks	240	0.8	240	0.9
of which UK	230	94.2	220	94.9
of which non-UK	10	5.8	10	5.1

Source: Defence Statistics (Tri Service)

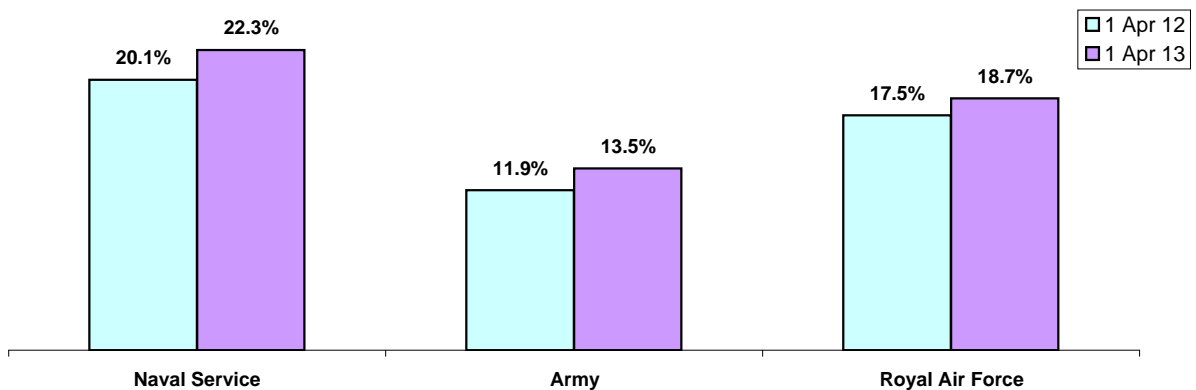


Section 4 - Religion and nationality representation of UK Regular Forces by Service

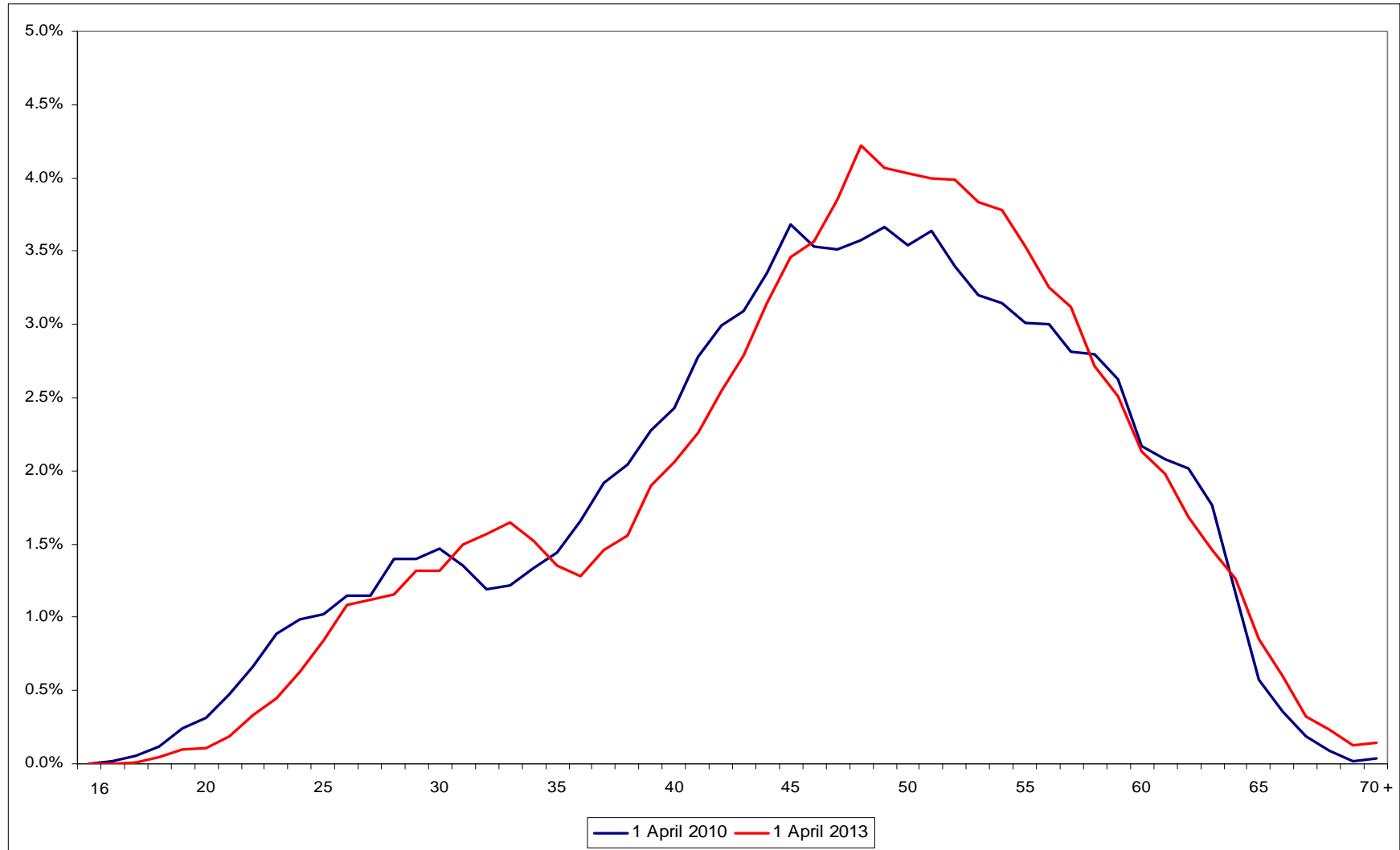
The number of personnel declaring no religious belief is increasing across the three Services. The Naval Service has the highest proportion of secular personnel, at 22.3 per cent. The Army has the lowest proportion, at 13.5%.

	Secular representation as at 1 April 2012		Secular representation as at 1 April 2013	
	Number	Percentage	Number	Percentage
All Services	26 180	14.7	27 670	16.4
Officers	3 490	11.5	3 610	12.5
of which UK	3 460	99.1	3 570	99.0
of which non-UK	30	0.9	40	1.0
Other ranks	22 700	15.4	24 060	17.1
of which UK	22 390	98.6	23 750	98.7
of which non-UK	310	1.4	310	1.3
Naval Service	7 110	20.1	7 550	22.3
Officers	950	13.3	1 010	14.5
of which UK	940	99.3	1 000	99.4
of which non-UK	10	0.7	10	0.6
Other Ranks	6 160	21.8	6 550	24.3
of which UK	6 060	98.3	6 440	98.4
of which non-UK	100	1.7	100	1.6
Army	12 370	11.9	13 450	13.5
Officers	1 390	9.6	1 500	10.8
of which UK	1 370	98.5	1 480	98.4
of which non-UK	20	1.5	20	1.6
Other Ranks	10 980	12.2	11 940	13.9
of which UK	10 790	98.3	11 750	98.4
of which non-UK	190	1.7	190	1.6
Royal Air Force	6 710	17.5	6 670	18.7
Officers	1 150	13.2	1 100	13.7
of which UK	1 140	99.6	1 090	99.5
of which non-UK	-	0.4	-	0.5
Other Ranks	5 560	18.7	5 570	20.1
of which UK	5 540	99.7	5 550	99.7
of which non-UK	20	0.3	20	0.3

Source: Defence Statistics (Tri Service)



Age Profile of core MOD civilian personnel, as at 1 April 2013 compared with age profile as at 1 April 2010



Age Profile of core MOD military personnel, as at 1 April 2013 compared with age profile as at 1 April 2010

