



Ministry of Defence

Statistical Release

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Civilian Personnel Biannual Diversity Dashboard

01 October 2013

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.

For the October 2013 edition, the Diversity Dashboard has been split into two publications, one focusing on Armed Forces Service Personnel and one detailing MOD Civilian personnel

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Key Points and Trends from 1 October 2009 to 1 October 2013

- Overall female representation has fallen 1.3 per cent between October 2009 and October 2013. Grade bands D to SCS show a consistent increase in the female representation rate, while Band E and Industrial grades show a pattern of steady reductions, indicating a change in the female personnel grade mix related to Voluntary Early Release Scheme (VERS) exits, which has brought the grade distribution more in-line with the male distribution.
- Overall BME representation increased by 0.6 per cent between October 2009 and October 2013, with the fall in numbers of white personnel proportionately larger. All ages ranges show a steady increase in BME representation across the period, even at lower age ranges which saw large reductions in numbers during the recruitment freeze and VERS.
- Overall the Lesbian, Gay & Bisexual (LGB) representation rate has increased by 0.3 per cent between October 2010 and October 2013. The number of personnel declared as LGB in 2013 is consistent with that at October 2010. While numbers fell between 2011 and 2012 representation rates remained the same, indicating that the effect of VERS was neutral.
- The widening gap between sexual orientation distributions at age 20-29, with LGB proportionally 1.2 percentage points greater and a widening gap in the 50-59 age group, which has the largest disparity at 10.3 percentage points higher for Heterosexuals, shows how the LGB distribution continues to shift emphasis towards the younger age bands.
- Despite falling personnel numbers since October 2010, Religion representation rates remain broadly in line, with marginal falls in Christian representation, coupled by roughly equivalent increases in Secular representation. The difference between grade distributions is most apparent at Bands C and E. The most closely aligned age group is 40-49, with 50-59 and over 59 age-groups are dominated by Christian personnel, while Secular personnel are poorly represented at the upper ages. The opposite is true of the younger age groups.
- The number of Part-time personnel fell 29 per cent between October 2009 and October 2013, with Industrial Part-Time personnel falling by 48 per cent. Personnel aged 50 and over accounted for 34 per cent of the part-time workforce at October 2009 and 39 per cent at October 2013. This steadily ageing workforce is more apparent for Full-time with 47.1 per cent of personnel aged 50 or over.

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General Public Enquiries: www.dasa.mod.uk

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 2013, 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:

www.dasa.mod.uk

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 39.0 per cent by April 2013. 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.

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’.

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

.. 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

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

Email DefStrat-Stat-CivEnquiries@mod.uk

Visit our website at www.dasa.mod.uk .

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

Headcount:

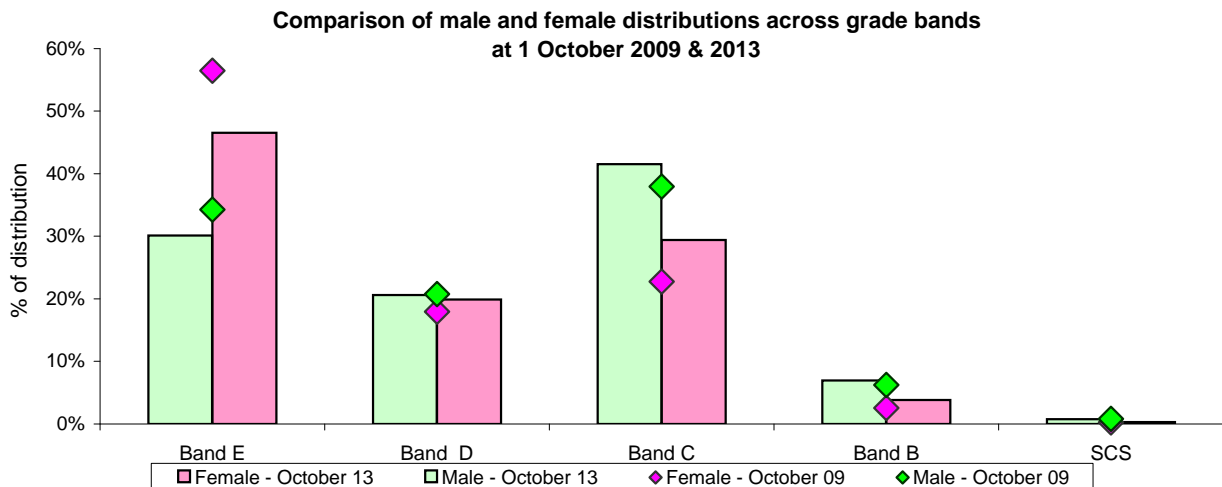
	Female Representation by Broader Banded Grade (Number and Rate)				
	Oct-09	Oct-10	Oct-11	Oct-12	Oct-13
Core MOD Total	25,470	24,760	23,230	19,100	18,250
	38.6	38.6	38.3	37.2	37.3
Non Industrial	23,150	22,580	21,670	17,840	17,090
	42.3	42.4	42.5	41.4	41.5
SCS	50	50	50	50	50
	17.6	18.3	20.5	21.4	22.3
Band B	600	630	620	610	660
	23.2	24.7	25.1	26.7	28.2
Band C	5,260	5,310	5,380	4,930	5,020
	30.6	31.2	31.4	32.7	33.4
Band D	4,150	4,050	4,030	3,440	3,390
	38.9	39.8	40.2	39.5	40.6
Band E	13,040	12,380	11,580	8,790	7,950
	54.8	54.7	54.9	52.6	52.3
Industrial	2,320	2,180	1,560	1,260	1,160
	20.4	20.0	16.1	15.4	15.1
Skill Zones 1-4	2,300	2,150	1,530	1,240	1,140
	22.5	22.1	17.9	17.2	16.9
Other Industrials	20	30	30	20	20
	1.9	2.6	2.6	2.2	1.6

Source: Defence Statistics (Civilian)

Overall female representation has fallen 1.3 per cent between October 2009 and October 2013, with a fall in female personnel of 28.3 per cent (7,220 personnel) across the period. Grade bands D to SCS have shown a steady and consistent pattern of increases in the female representation rate across the time period, while Band E and Industrial grades have shown a pattern of steady reductions in the rate indicating a change in the grade mix of female personnel, related to VERS exits.

Within the most recent period October 2012 to October 2013 Grade Bands SCS to C continue to show increases in total female personnel at 8.0 per cent, 7.5 per cent and 1.8 per cent respectively, with band D female population falling by 1.3 per cent. Industrial and Band E female personnel across the same period fell by 8.3 per cent and 9.6 per cent respectively. Core MOD total shows a 4.5 per cent reduction.

The distribution of female personnel compared to male at October 2013 for Bands C, D and E shows a closer alignment than in October 2009, with greater changes in the female grade distribution. While the female grade distribution remains skewed to Band E at 46.5 per cent of females (falling from 56.4 per cent), there is a shift towards Band C increasing from 22.8 per cent to 29.4 per cent.



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

Headcount:

	Female Representation by Age Range (Number and Rate)				
	Oct-09	Oct-10	Oct-11	Oct-12	Oct-13
Core MOD Total	25,470	24,760	23,230	19,100	18,250
	38.6	38.6	38.3	37.2	37.3
< 20	130 37.4	60 32.0	10 14.0	20 22.1	30 25.4
20 - 29	2,940 47.1	2,700 47.1	2,170 45.7	1,670 44.0	1,560 43.9
30 - 39	5,250 49.4	5,000 49.6	4,530 50.0	3,820 48.5	3,480 47.5
40 - 49	8,930 41.1	8,600 41.7	7,990 41.7	6,860 41.3	6,340 41.6
50 - 59	6,720 33.0	6,810 33.3	6,810 33.6	5,620 32.2	5,680 32.9
> 59	1,510 22.2	1,580 22.7	1,710 23.2	1,110 20.2	1,170 21.7

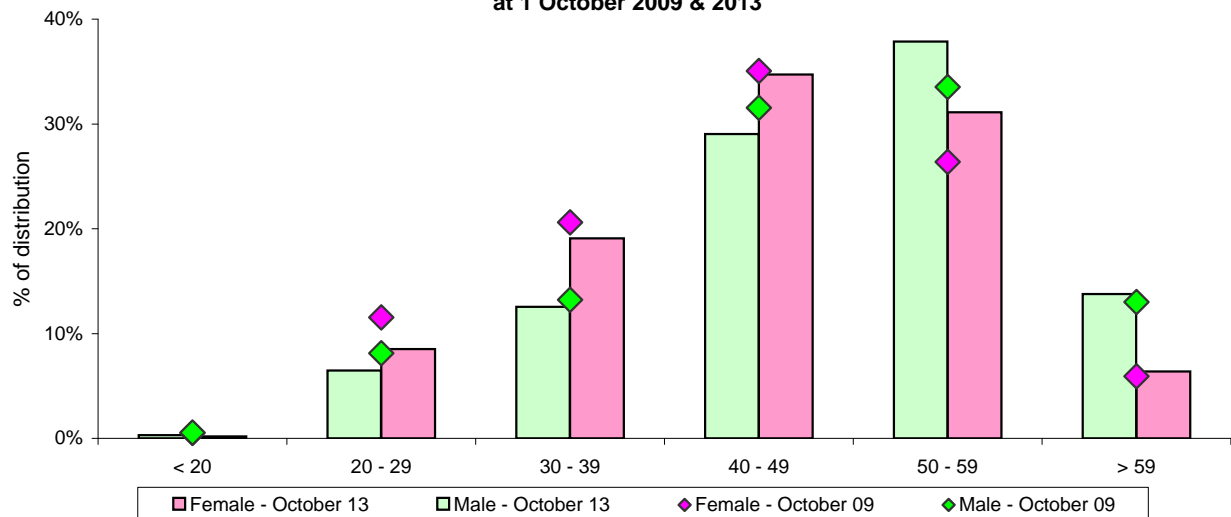
Source: Defence Statistics (Civilian)

Representation of female personnel aged less than 20 and 20 to 29 fell by 12.0 per cent and 3.2 per cent respectively between October 2009 and October 2013; a marked reduction between October 10 and October 11 for female personnel aged less than 20 was followed by a steady increase in female personnel in this age range to October 2013 with a 121.4 per cent (20 personnel) increase in that time.

Although the total female personnel aged 50 and over fell between October 11 and October 12, numbers have increased slightly by October 2013. At October 2009 female personnel aged 50 and over accounted for 32.3 per cent of the female population, while at October 2013 they account for 37.5 per cent of the female population indicating a work force which is steadily becoming older overall.

The distribution chart below reflects the comments above clearly illustrating 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 October 2013 aged 20- 29 and 40 - 49 shows a closer alignment to the male distribution compared to October 2009. The distribution of female personnel aged 40 years and over shows a greater change in distribution between October 2009 and 2013 with a 4.9 per cent increase, compared to male personnel aged 40 years which shows a 2.6 per cent increase.

Comparison of male and female distributions across age ranges at 1 October 2009 & 2013



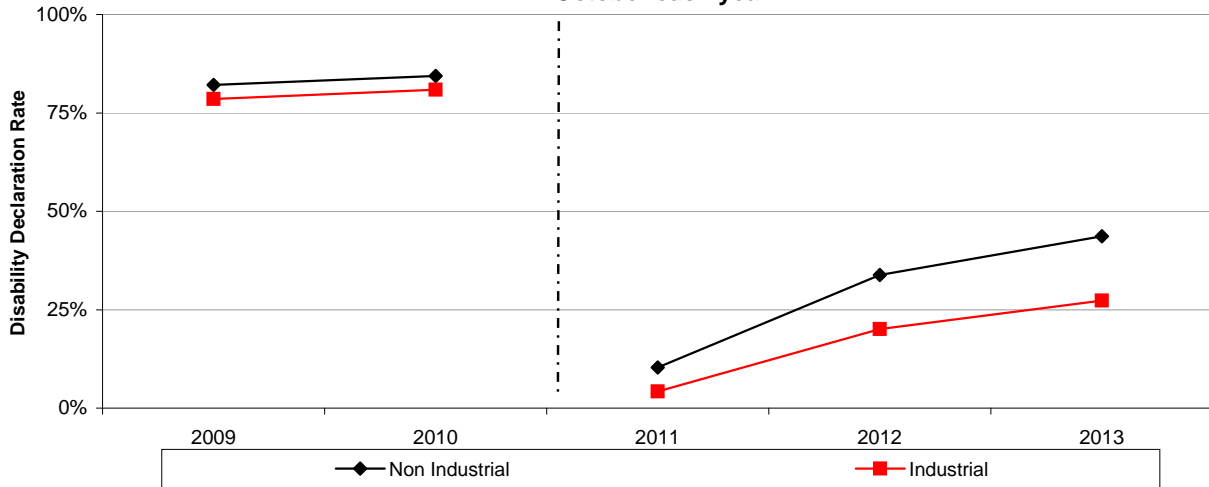
Section 2.1 - Disability declaration and representation of core MOD civilian personnel.

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

	Oct-09	Oct-10	Oct-11	Oct-12	Oct-13
Core MOD TLB	81.5%	83.8%	9.3%	31.6%	41.1%
Non Industrial	82.1%	84.4%	10.3%	33.8%	43.6%
Industrial	78.5%	80.9%	4.3%	20.1%	27.3%

Source: Defence Statistics (Civilian)

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



Prior to the census reset the percentage of core MOD civilian personnel with a 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 80.3 per cent at April 2009 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 redeclare their disability status.

After the census reset the declaration rate had fallen to 9.3 per cent by October 2011, with only 4.3 per cent of Industrial personnel declaring their status compared to 10.3 per cent of non-industrial. The number of core MOD TLB personnel who have declared their disability status at 1 October 2013 is 41.1 per cent of the population, (with a 16.3 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 disabilities has increased in absolute terms from 1,030 to 2,210 by October 2013, although this can be largely explained by the substantial increase in the disability declaration rate across the period. However, whilst the declaration rate for Industrial personnel has increased by 10 percentage points less than non-industrial personnel, the number of Industrial personnel declaring a disability has tripled, compared to double the number of non-industrial personnel with a disability.

	Disability Status Numbers & Representation Rates					Headcount:
	Oct-09	Oct-10	Oct-11	Oct-12	Oct-13	
Core MOD Total	66,060	64,080	60,700	51,310	48,890	
	6.8	7.4	..	..	..
Non Industrial	54,670	53,210	51,000	43,080	41,190	
	7.0	7.6	..	..	..
Disability	3,120	3,420	970	1,760	2,000	
No Disability	41,760	41,480	4,290	12,810	15,970	
Undeclared	9,790	8,310	45,740	28,520	23,220	
Industrial	11,390	10,870	9,700	8,220	7,700	
	5.8	6.5	..	..	..
Disability	520	570	60	170	210	
No Disability	8,420	8,220	350	1,480	1,890	
Undeclared	2,450	2,080	9,290	6,570	5,600	

Source: Defence Statistics (Civilian)

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

Headcount:

	BME Representation by Broader Banded Grade (Number and Rate)				
	Oct-09	Oct-10	Oct-11	Oct-12	Oct-13
Core MOD Total	1,850	1,820	1,910	1,680	1,630
	3.2	3.2	3.5	3.7	3.8
Non Industrial	1,670	1,620	1,720	1,510	1,470
	3.5	3.4	3.7	3.9	4.1
SCS	~	10	10	10	~
	~	3.1	3.0	2.8	~
Band B	60	60	70	70	70
	2.9	2.9	3.2	3.6	3.7
Band C	440	440	520	460	480
	3.0	3.0	3.5	3.6	3.7
Band D	290	270	290	260	260
	3.1	3.0	3.1	3.3	3.5
Band E	870	820	830	710	650
	4.0	4.0	4.3	4.6	4.8
Industrial	190	200	190	170	150
	2.0	2.2	2.4	2.5	2.4
Skill Zones 1-4	170	180	170	150	140
	2.0	2.2	2.3	2.5	2.5
Other Industrials	20	20	20	20	20
	2.0	2.1	2.7	2.3	2.2

Source: Defence Statistics (Civilian)

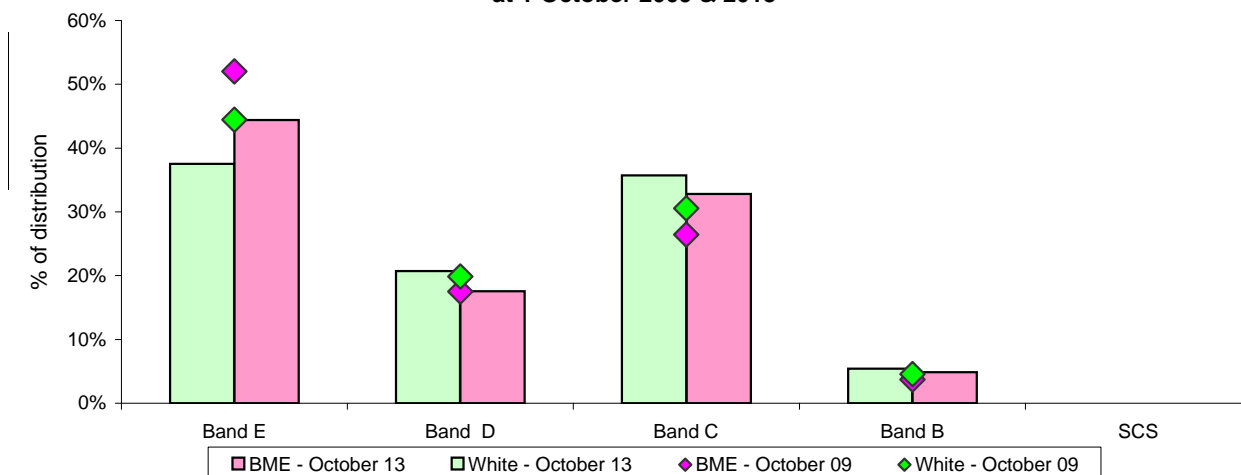
Overall BME representation has increased by 0.6 per cent between October 2009 and October 2013, although the number of BME personnel has fallen by 12.2 per cent (230 personnel) across the same period indicating that the fall in the number of White personnel has been proportionately larger. All Grade Bands apart from Other Industrials have shown a consistent and steady increase across the period, though there have been fluctuations within the total of BME personnel as noted below.

Band B BME representation has increased across the period, whilst numbers increased by 20 per cent between October 2009 to October 2013 and by 2.9 per cent between October 2012 and October 2013. BME numbers within the Band C population increased through to October 2011 by 18.4 per cent (80 personnel), before falling back by October 2013 to an overall increase of 9.7 per cent (40 personnel). Across the same period Band D & E BME personnel fell by 11.0 per cent (30 personnel) and 24.5 per cent (210 personnel) with an overall Non Industrial decrease of 11.7 per cent (200 personnel).

Skill Zones BME total has fallen by 16.8 per cent (30 personnel). However the representation of BME has increased 0.5 percentage points. Overall the industrial total reduced by 17.2 per cent (30 personnel) since October 2009.

The Distribution chart below shows the shift in grade distribution between October 2009 and October 2013 with the BME shift from Band E to Band C resulting in greater alignment between White and BME at both these grades, particularly Band C where the gap has reduced by 1.2 percentage points. Despite a wider gap between White and BME at Band D, overall there is a closer alignment between the grade distributions at October 2013.

Comparison of White & BME distributions across grade bands at 1 October 2009 & 2013



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

Headcount:

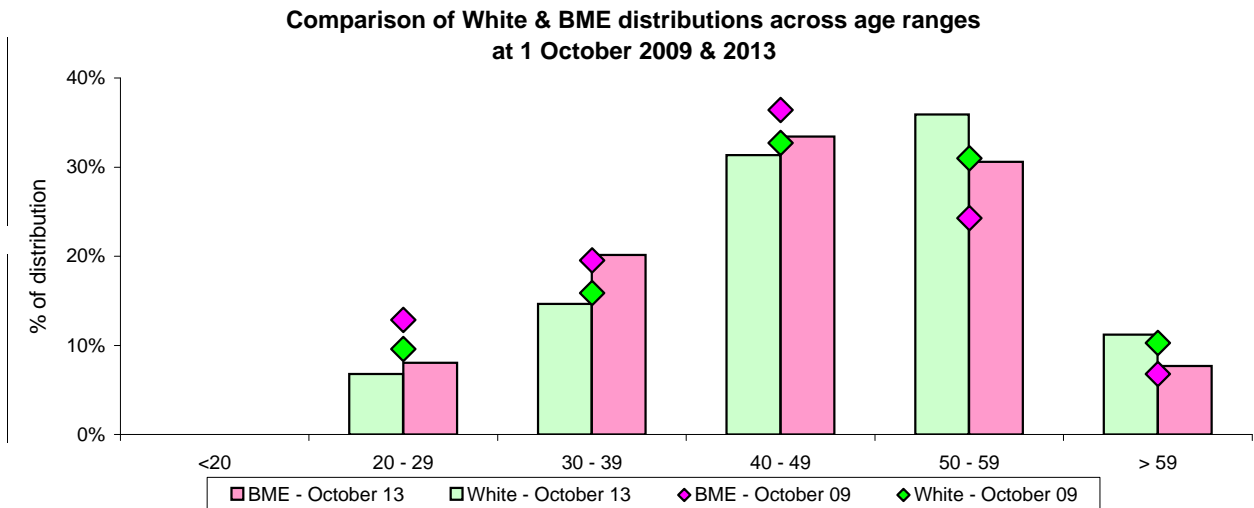
	BME Representation by Age Range (Number and Rate)				
	Apr-09	Apr-10	Apr-11	Apr-12	Apr-13
Core MOD Total	1,850	1,820	1,910	1,680	1,630
	3.2	3.2	3.5	3.7	3.8
< 20	~	~	~	~	~
	~	~	~	~	~
20 - 29	240	220	190	150	130
	4.3	4.2	4.4	4.5	4.5
30 - 39	360	360	360	330	330
	3.9	4.1	4.5	4.8	5.2
40 - 49	680	660	690	600	540
	3.6	3.6	4.1	4.0	4.1
50 - 59	450	460	510	490	500
	2.6	2.6	2.8	3.2	3.3
> 59	130	120	150	120	120
	2.2	2.1	2.3	2.4	2.6

Source: Defence Statistics (Civilian)

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

At October 2009 BME personnel aged 50 and over accounted for 31.1 per cent of the BME population, while at October 2013 they account for 38.3 per cent of the BME population, indicating a work force which is steadily becoming older.

The distribution chart below shows the change in the BME age profile between October 2009 and October 2013 with the 50 - 59 years of age population increasing from 24.3 per cent to 30.6 per cent with offsetting changes in the age ranges 20-29 and 40-49. The alignment between grade distributions of White and BME in all these age-groups has narrowed, particularly at 20-29 with a 1.9 percentage point change. This has been off-set slightly by a widening of 1.9 percentage points in the 30-39 age group, where proportionally White personnel are less and BME higher.



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

Headcount:

	LGB Representation by Broader Banded Grade (Number and Rate)				
	Oct-09	Oct-10	Oct-11	Oct-12	Oct-13
Core MOD Total	500	540	640	560	540
	..	1.4	1.6	1.6	1.7
Non Industrial	430	460	560	490	480
	1.3	1.4	1.6	1.7	1.7
SCS	10	10	10	~	~
	3.8	3.2	3.4	~	~
Band B	20	20	20	20	20
	..	1.4	1.5	1.5	1.6
Band C	110	130	180	170	170
	..	1.2	1.6	1.7	1.7
Band D	90	90	120	100	100
	1.4	1.3	1.7	1.6	1.7
Band E	200	210	240	200	180
	..	1.4	1.6	1.8	1.7
Industrial	60	70	80	70	60

Skill Zones 1-4	50	60	70	60	60
	..	..	..	1.4	1.4
Other Industrials	10	10	10	10	10

Source: Defence Statistics (Civilian)

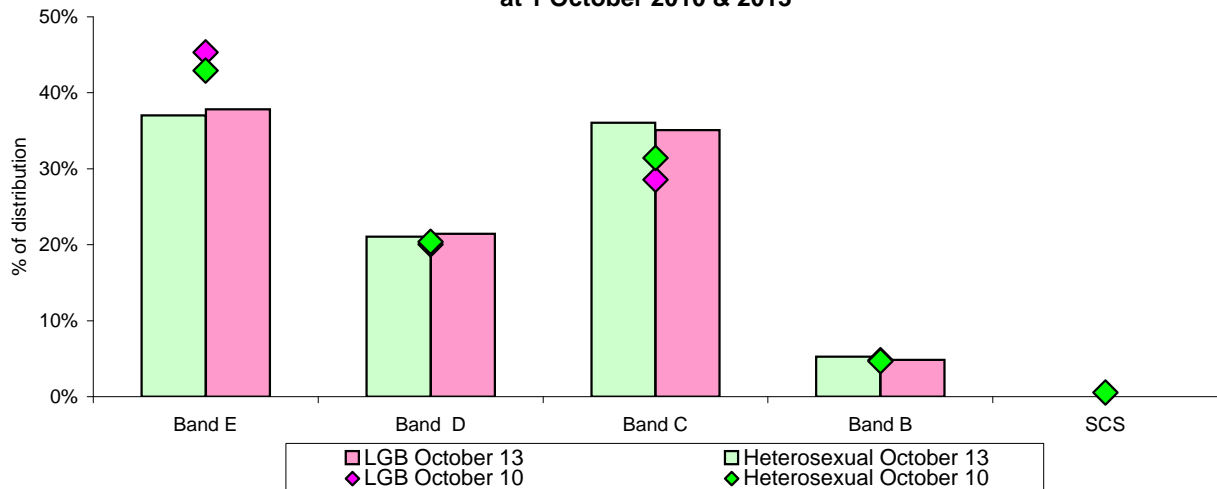
Overall Lesbian, Gay & Bisexual (LGB) representation rate has increased by 0.3 per cent between October 2010 and October 2013; representation for October 2009 is not shown as declaration levels were not sufficient to allow presentation of rates. The number of personnel declared as LGB in 2013 is consistent with that at October 2010. The increased numbers of LGB personnel at October 2011 was subsequently offset by the impact of VERS exits, however representation rates have remained the same, indicating a similar proportion of Heterosexual VERS exits.

Apart from Band E which shows a reduction in LGB numbers of 13.5 per cent (30 personnel) across the October 2010 to October 2013 period, all the other Grade Bands numbers for LGB Orientation are consistent across the period or show slight increases. Despite reductions in the number of LGB personnel at Band E, representation has increased gradually by 0.4 percentage points from 2010 to 2012, falling marginally to 1.7 per cent in 2013.

Sexual Orientation, the most closely replicated of all the protected characteristics across grades, shows very little difference in recent years between the distribution of LGB and heterosexual personnel. Grade alignment between Heterosexual and LGB personnel at October 2013 is more closely aligned than it was in October 2010, with the Band E gap reducing by 1.6 percentage points and the Band C gap 1.9 percentage points less; the distribution more evenly spread between E and C than in 2010. All grade bands now show a difference of 1 percentage point or less.

It is important to note that with declaration rates for Skill Zone personnel at only 60.2 per cent, less than a third of personnel have not declared their sexual orientation and as such caution should be used when considering actual representation rates, shown in the table.

Comparison of Heterosexual & LGB distributions across grade bands at 1 October 2010 & 2013



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

Headcount:

	LGB Representation by Age Range (Number and Rate)				
	Oct-09	Oct-10	Oct-11	Oct-12	Oct-13
Core MOD Total	500	540	640	560	540
	..	1.4	1.6	1.6	1.7
< 20	~	~	~	~	~
20 - 29	90 2.1	80 1.9	80 2.3	80 2.6	70 2.8
30 - 39	90 ..	110 1.8	130 2.1	110 2.1	110 2.2
40 - 49	160 ..	190 1.5	240 1.9	210 1.9	190 1.9
50 - 59	110 ..	110 ..	150 1.1	130 1.2	130 1.2
> 59	30 ..	40 ..	40 0.9	40 1.1	40 1.0

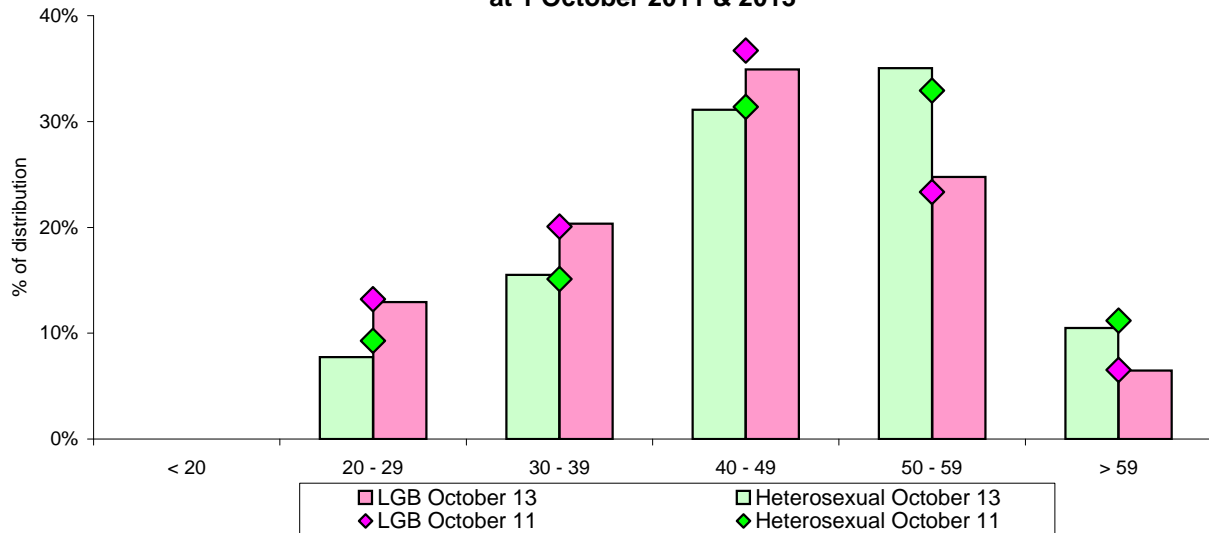
Source: Defence Statistics (Civilian)

Lesbian, Gay and Bisexual (LGB) representation has increased gradually since October 2010 for all grade bands despite falling numbers of personnel, suggesting a greater proportional outflow of Heterosexual personnel. The one exception to this is for the age group over 59 which has been broadly consistent year on year from October 2011 onwards. Age groups 50 - 59 years and greater than 59 have only become reportable since October 2011 due to previously low declaration rates at these age groups.

At October 2011 personnel declared as LGB and aged 50 and over accounted for 29.9 per cent of the LGB population, while at October 2013 they account for 31.2 per cent of the LGB population indicating a work force which is steadily becoming older. The change for Heterosexual personnel in this age bracket is less, from 44.1 per cent to 45.6 per cent

The change in distribution of LGB and Heterosexual personnel aged 40 years and over between October 2011 and 2013 shows an inconsistency with a 0.4 percentage point decrease for LGB and an increase of 1.2 per cent for Heterosexual personnel. This together with a widening gap between the two groups at age 20-29 with LGB proportionally 1.2 percentage points greater and a widening gap in the 50-59 age group, which has the largest disparity at 10.3 percentage points greater for Heterosexuals, shows how the LGB population continues to shift emphasis towards the younger age bands.

Comparison of Heterosexual & LGB distributions across age ranges at 1 October 2011 & 2013



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)				
	Oct-09	Oct-10	Oct-11	Oct-12	Oct-13
Core MOD Total	39,700	41,030	40,770	34,490	32,670
Christian	28,660 72.2	29,450 71.8	29,220 71.7	24,340 70.6	22,850 69.9
Non Christian	2,060 5.2	2,070 5.0	2,060 5.1	1,760 5.1	1,670 5.1
Secular	8,980 22.6	9,520 23.2	9,500 23.3	8,390 24.3	8,150 25.0
Non Industrial	34,230	35,150	35,080	29,610	28,170
Christian	24,680 72.1	25,200 71.7	25,130 71.6	20,860 70.4	19,650 69.7
Non Christian	1,750 5.1	1,760 5.0	1,780 5.1	1,510 5.1	1,430 5.1
Secular	7,800 22.8	8,190 23.3	8,180 23.3	7,250 24.5	7,090 25.2
Industrial	5,470	5,880	5,690	4,880	4,500
Christian	3,980 ..	4,240 ..	4,090 ..	3,480 ..	3,200 ..
Non Christian	310 ..	300 ..	280 ..	250 ..	230 ..
Secular	1,180 ..	1,330 ..	1,320 ..	1,150 ..	1,060 ..

Source: Defence Statistics (Civilian)

Despite falling numbers of personnel since October 2010, representation rates have remained broadly in line, with marginal falls in Christian representation (1.9 percentage points), coupled by roughly equivalent increases in Secular representation (1.8 percentage points) and merely a 0.1 percentage point increase 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.

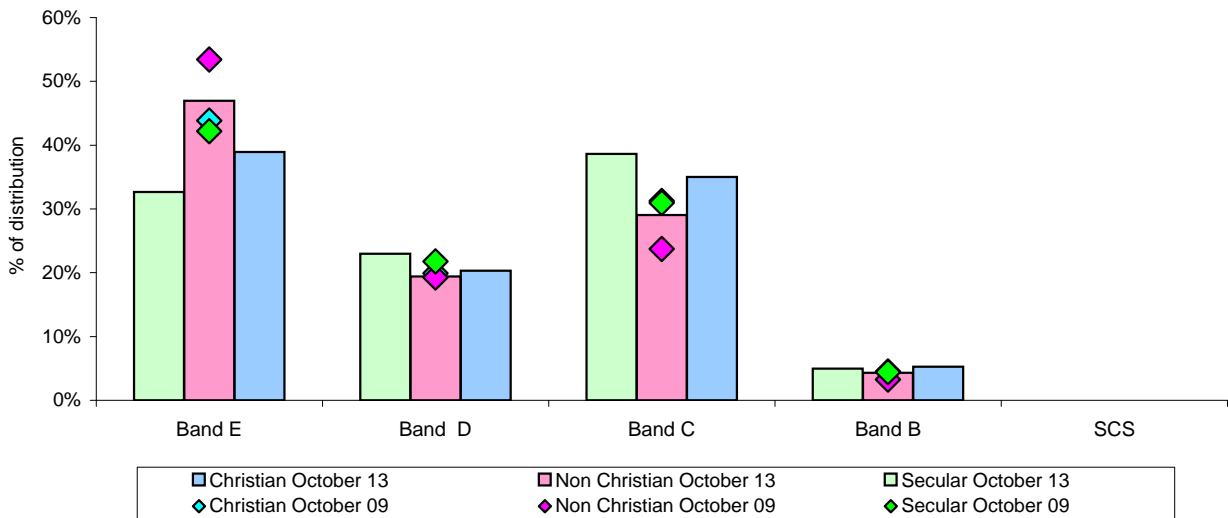
Section 5.1 - Religion/Belief representation of core MOD civilian personnel by grade.

The difference between grade distributions when comparing Christian and non-Christian personnel is most apparent at Bands C and E, which is also where most difference has occurred between the alignment of the distribution from 2009 to 2013. At Band C the difference has **reduced** from 7.5 to 6.0 percentage points and at Band E the reduction is 9.6 to 8.1 percentage points. Band E is the only grade to have a greater concentration of non-Christian than Christian personnel at 47.0 per cent compared to 38.9.

The difference between Christian and Secular distributions is most apparent at Band E, with a 6.3 percentage point gap (Christian higher at 38.9 per cent), widening from 1.6 percentage points in 2009. The gap has **widened** in every grade band with Band C switching from 0.3 percentage points higher for Secular personnel to 3.6 percentage points higher for Christian personnel.

The grades exhibiting the largest disparities between non-Christian and Secular distributions in 2009 have all experienced a widening of these gaps, with Band C and D personnel now having even greater concentrations of Secular personnel, with a gap at Band C of 9.6 percentage points. Band E displays the opposite effect with a 14.3 percentage point gap, non-Christian distribution being heavily skewed to Band E, compared to the other two religious groups which have a much more even distribution between Bands E, D and C.

Comparison of Religion/Belief group distributions across grade bands at 1 October 2009 & 2013

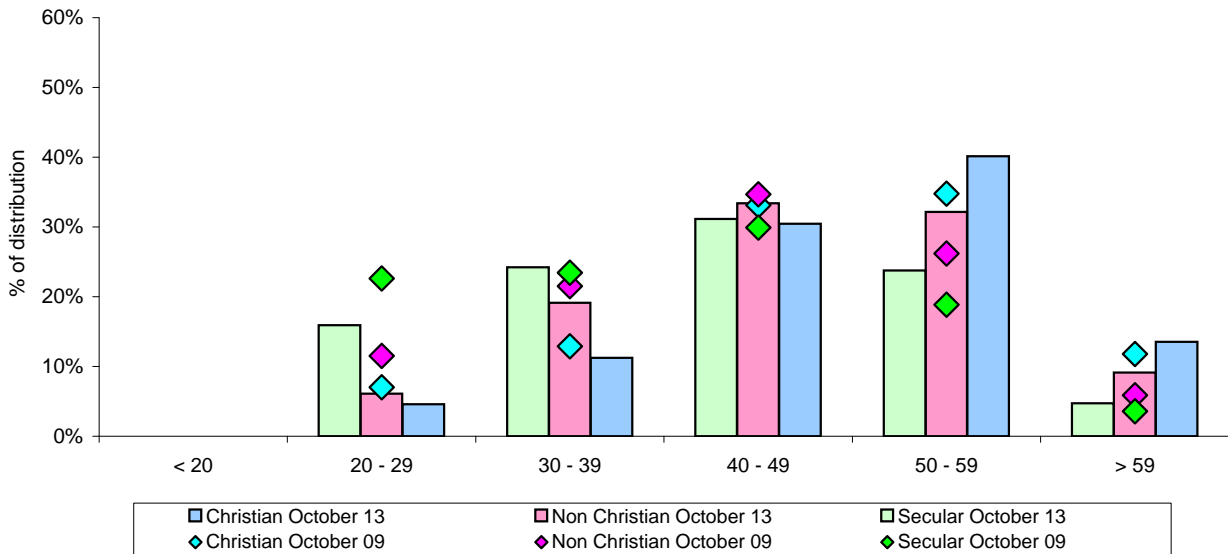


Section 5.2 - Religion/Belief representation of core MOD civilian personnel by age range.

Christian distribution is highly skewed towards the older age range with age-group 40-59 comprising 67.9 per cent of the distribution in October 2009 and 70.6 per cent in October 2013. The peak at 50-59 has become more marked in 2013, increasing from 34.8 per cent of the Christian distribution in 2009 to 40.2 per cent by 2013. The distribution of Non-Christian personnel is also skewed to older age-groups, but the peak is at 40-49 (33.4 per cent at 2013). The distribution of Secular personnel is much more even, the plateau shifting from 20-49 in 2009 to 30-59 in 2013, reflecting the overall effect of an ageing population.

The most closely aligned age group is 40-49, with all religion categories within 3 percentage points of each other. The 50-59 and over 59 age-groups are dominated by Christian personnel (53.7 per cent of Christian personnel at 2013) whilst Secular personnel are poorly represented at the upper ages (28.5 per cent at 2013). The opposite is true of the younger age groups, with 40.1 per cent of Secular personnel aged between 20 and 39, compared to only 15.8 per cent of Christian personnel.

Comparison of Religion/Belief group distributions across grade bands at 1 October 2009 & 2013



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)				
	Oct-09	Oct-10	Oct-11	Oct-12	Oct-13
Core MOD Total	6,670	6,530	6,470	5,010	4,750
	10.1	10.2	10.7	9.8	9.7
Non Industrial	6,040	5,960	6,020	4,660	4,420
	11.0	11.2	11.8	10.8	10.7
SCS	10	10	20	10	20
	3.9	4.8	6.2	5.1	7.0
Band B	240	250	260	240	260
	9.4	9.8	10.5	10.5	11.0
Band C	1,820	1,890	1,940	1,700	1,650
	10.6	11.1	11.3	11.3	11.0
Band D	870	850	850	690	680
	8.1	8.3	8.5	8.0	8.2
Band E	3,040	2,950	2,950	2,010	1,800
	12.8	13.0	14.0	12.0	11.9
Industrial	630	560	450	350	330
	5.5	5.2	4.6	4.3	4.3
Skill Zones 1-4	630	560	450	350	330
	6.2	5.8	5.2	4.9	4.9
Other Industrials	-	-	-	-	-
	0.0	0.0	0.0	0.0	0.0

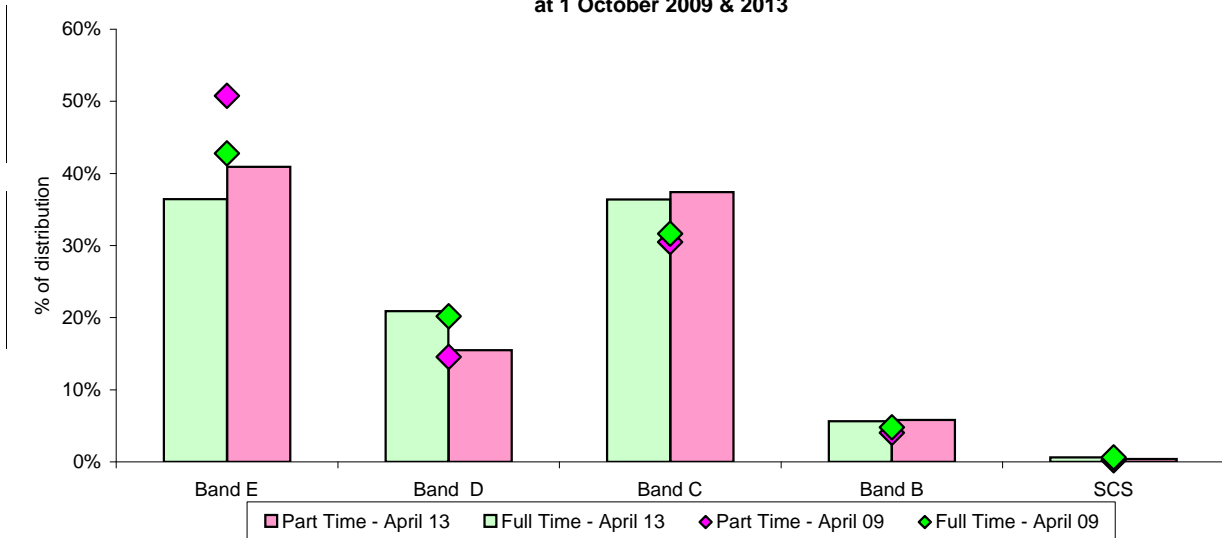
Source: Defence Statistics (Civilian)

Overall Part-time representation has fallen 0.4 percentage points between October 2009 and October 2013, with a fall in the number of part-time personnel of 28.8 per cent (1,920 personnel) across the period, with Non Industrial and Industrial Part-time personnel falling by 26.8 per cent (1,620 personnel) and 47.8 per cent (300 personnel) respectively. While Grade Bands SCS and Band B have increased in Part-time representation across the period, representation for Band C and Band E have remained broadly constant with Band E numbers reducing by 40.6 per cent (1,230 personnel) and Band C personnel numbers by 9.5 per cent (170 personnel). Band D Part-time representation at October 2013 has fallen back to match October 2009 rates, after an increase through to October 2011, despite a 21.6 per cent fall in numbers.

Within the most recent period October 2012 to October 2013 numbers of part-time personnel for the SCS and Band B have **increased** by 41.7 per cent and 6.2 per cent respectively, with corresponding increases in representation. While part-time personnel for Grade Bands C,D,E and Industrial personnel have **fallen** by 2.9 per cent, 1.6 per cent, 10.2 per cent and 6.3 per cent respectively, with only Band D representation increasing by 0.2 percentage points.

The distribution of Part-time personnel at October 2013 for Band E shows a closer alignment between Full-time and Part-time compared to October 2009, and while Band E personnel still dominate the Part-time grade distribution, this is now closely matched by Band C at 37.4 per cent.

Comparison of Full Time and Part Time distributions across grade bands at 1 October 2009 & 2013



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)				
	Oct-09	Oct-10	Oct-11	Oct-12	Oct-13
Core MOD Total	6,670	6,530	6,470	5,010	4,750
	<i>10.1</i>	<i>10.2</i>	<i>10.7</i>	<i>9.8</i>	<i>9.7</i>
< 20	20 5.2	10 3.5	~ ~	~ ~	10 8.2
20 - 29	420 6.7	380 6.7	340 7.1	280 7.5	250 7.0
30 - 39	1,650 15.5	1,520 15.0	1,380 15.3	1,100 14.0	1,020 13.9
40 - 49	2,330 10.7	2,260 11.0	2,200 11.5	1,760 10.6	1,620 10.6
50 - 59	1,460 7.2	1,400 6.9	1,450 7.2	1,140 6.6	1,110 6.4
> 59	800 11.8	950 13.7	1,090 14.8	720 13.0	740 13.8

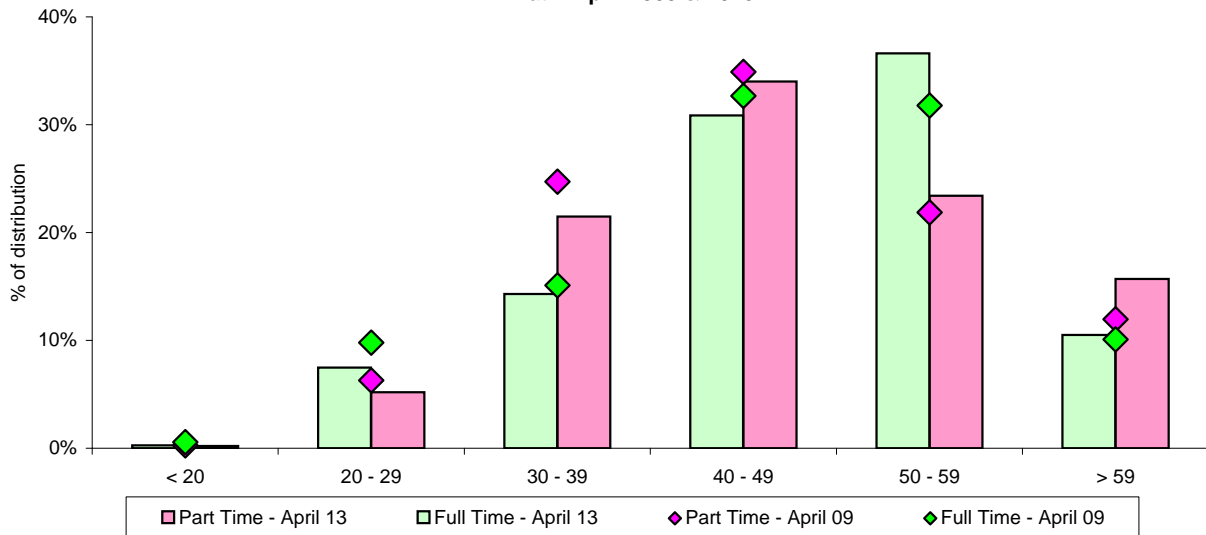
Source: Defence Statistics (Civilian)

Representation of Part-Time personnel at October 2013 aged 20 - 29 years and greater than 59 years show increases compared to October 2009, though the representation rates have fallen from peaks at October 2012 for 20 - 29, and October 2011 for greater than 59. October 2013 rates for personnel aged 30 - 39 years and 50 - 59 years have fallen compared against October 2009, though they also showed an increase at October 2011.

Between October 2012 and October 2013 the number of personnel covered by Part-Time Representation fell for all age ranges apart from greater than 59, with a corresponding reduction in rates, and greater than 59 showing a rate increase, though this is still lower than the peak rate listed for October 2011 of 14.8. Part-time personnel aged 50 and over accounted for 33.8 per cent at October 2009 of the part-time population, while at October 2013 they account for 39.1 per cent of the part-time population indicating a work force which is steadily becoming older.

The distribution chart below shows the change in the Full-time and Part-time personnel age profiles between October 2009 and October 2013 with the 50-59 full-time age group increasing from 31.8 per cent to 36.6 per cent, while the mix of part-time personnel at 30-39 fell from 24.7 per cent to 21.5 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 2009 to be 5.2 percentage points higher at 2013.

Comparison of Full Time and Part Time distributions across age ranges at 1 April 2009 & 2013



Section 7.1 - Age Range of core MOD civilian personnel.

Headcount:

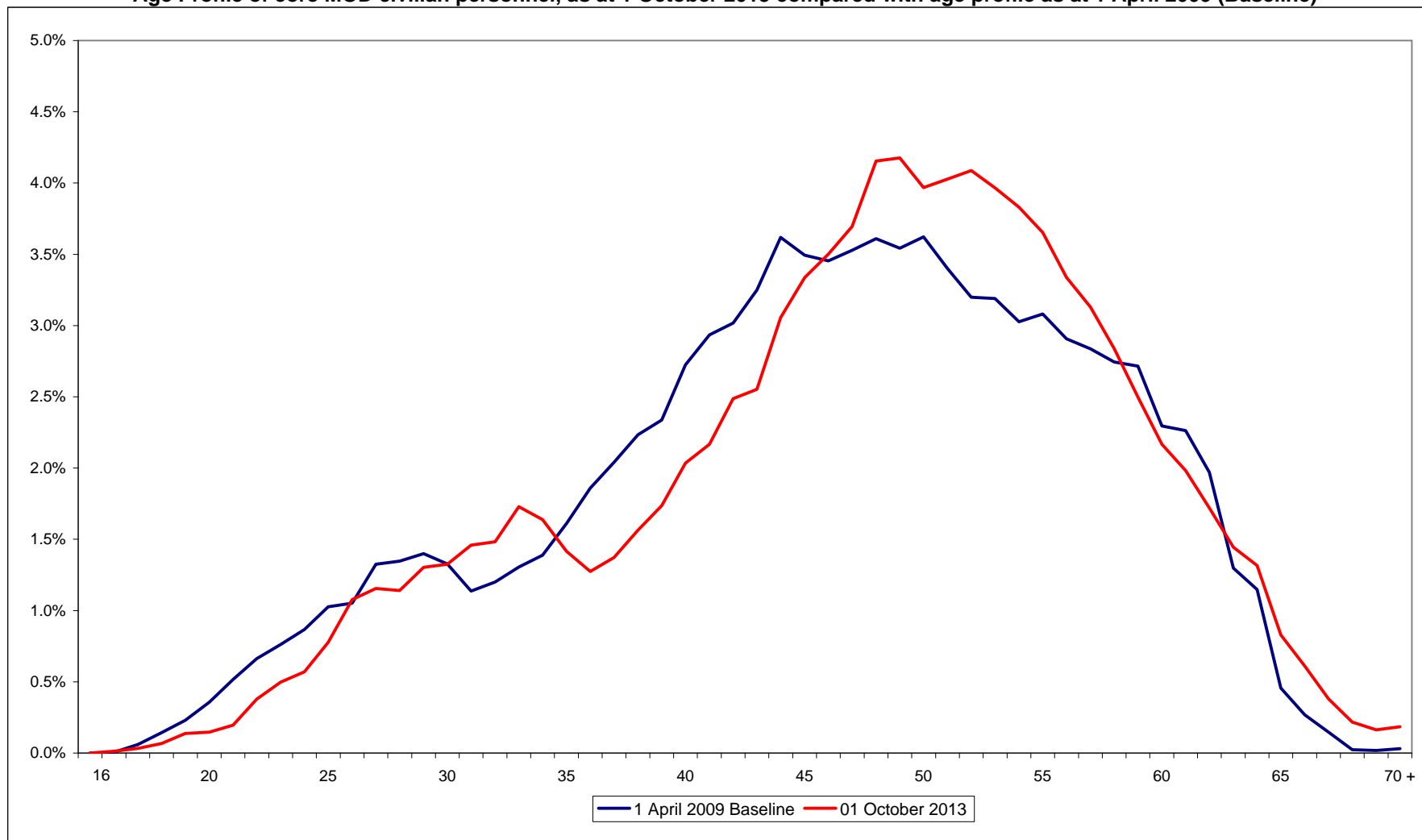
	Age Range (Number and Proportion)				
	Oct-09	Oct-10	Oct-11	Oct-12	Oct-13
Core MOD Total	66,060	64,080	60,700	51,310	48,890
< 20	350 0.5	200 0.3	100 0.2	90 0.2	120 0.2
20 - 29	6,240 9.4	5,740 9.0	4,750 7.8	3,800 7.4	3,540 7.2
30 - 39	10,620 16.1	10,070 15.7	9,070 14.9	7,870 15.3	7,330 15.0
40 - 49	21,730 32.9	20,650 32.2	19,150 31.5	16,630 32.4	15,230 31.2
50 - 59	20,330 30.8	20,470 31.9	20,260 33.4	17,420 34.0	17,280 35.3
> 59	6,790 10.3	6,960 10.9	7,370 12.1	5,500 10.7	5,380 11.0

Source: Defence Statistics (Civilian)

The representation of under 20s has been maintained since October 2011 despite an initial decrease from 2009, although the age-group 20-29 has been decreasing continuously since 2009 and is now only representative of 7.2 per cent of personnel (compared to 9.4 in 2009). There has been little change in the 30-39, 40-49 and over 59 age groups although in 2009 the largest concentration of personnel was in the 40-49 bracket (32.9 per cent). At October 2013 the largest concentration is within the 50-59 age group, representing 35.3 per cent of all personnel, which has been continually increasing from 30.8 per cent in 2009.

The changing age structure is a reflection of the Department being in a recruitment freeze since 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. As a result the remaining population has by default become older over time, as is shown by the Civilian Age Profile Chart.

Age Profile of core MOD civilian personnel, as at 1 October 2013 compared with age profile as at 1 April 2009 (Baseline)



Glossary:

Black and Minority Ethnic (BME) In 2010 the term "Black and Minority Ethnic" was introduced by the Cabinet Office, replacing "Ethnic Minority" as the term referring to those who self-identify their ethnicity as being other than white, including those of mixed ethnicity (inclusive of partially white ethnicity). 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 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)