



Ministry of Defence

Biannual Diversity Dashboard UK Regular Forces Service Personnel 1 October 2013

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Defence Statistics (Tri-Service),
Ministry of Defence,
Main Building,
Floor 3 Zone K,
Whitehall,
London,
SW1A 2HB

The Responsible Statistician for this publication is the Tri-Service Head of Branch.

Tel: 020 7807 8896

Email: DefStrat-Stat-Tri-Hd@mod.uk

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This statistical release presents figures on diversity declaration and representation of minority groups of the military personnel employed by the Ministry Of Defence, this meets 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

This publication regards UK Regular Forces which comprises trained and untrained personnel and excludes Gurkhas, Full Time Reserve Service personnel and mobilised reservists. Percentages in this report are based on personnel with **known** ethnic origins and religions and calculated from unrounded figures.

Key Points and Trends between 1 October 2011 and 1 October 2013 for UK Regular Forces;

Gender

- The overall female representation of the UK Regular Forces at 1 October 2013 was **9.8 per cent**; this is a slight increase compared with **9.7 per cent** at 1 October 2011 and 1 October 2012.
- There is more variation between 1 October 2011 and 1 October 2013 in the individual services; the Naval Service has decreased from **9.3 per cent** at 1 October 2011 to **9.0 per cent** at 1 October 2013 whereas the Army has increased from **8.1 per cent** to **8.6 per cent** over the same time period.

Ethnicity

- BME personnel comprised **7.2 per cent** of the UK Regular Forces, continuing a **long term gradual increase** in the proportion of BME personnel.
- This differs for officers (**2.4 per cent**) and other ranks (**8.2 per cent**).
- There are variations by Service; at 1 October 2013 the proportion of BME in the Naval Service **3.5 per cent** the Army was **10.3 per cent** and the RAF was **2.0 per cent**.

Religion

- The percentage of UK Regular personnel declaring a Non-Christian religion was **1.8 per cent** at October 2013 this has **increased** from 1.6 per cent at October 2011
- The percentage of personnel declaring Christian as their religion was **80.9 per cent** at October 2013 this has **decreased** from 84.3 per cent at October 2011
- The percentage of Secular personnel was **17.2 per cent** at October 2013 an **increase** from 14.1 per cent at 1 October 2011

Further Information

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Defence Expenditure Analysis	03067 934529	DefStrat-Econ-ESES-DEA-Hd@mod.uk
Price Indices	03067 932100	DefStrat-Econ-ESES-PI-Hd@mod.uk
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Health Information	03067 984423	DefStrat-Stat-Health-Hd@mod.uk
Web Development and Surveys	02078 078792	DefStrat-Stat-WDS-Hd@mod.uk

Introduction

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

This publication, the UK Regular Forces Personnel Diversity Dashboard contains figures on representation strengths and percentages of UK Regular Forces at 1 October 2013, 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:

www.dasa.mod.uk

Definitions and Notes to tables

UK Regular Forces

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

Ethnicity, Religion and Nationality Data

Ethnic background, 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 Background (Table 2) and **known** Religion (Table 3a-3c).

Percentages in this publication are calculated from unrounded figures.

Data Sources, Data Quality and Methods

UK Armed Forces personnel data is sourced 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 “..”.

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’.

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

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)

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

At 1 October 2013, the overall female representation in the UK Regular Forces was **9.8 per cent**, this has **increased by 0.1 percentage point** from 9.7 per cent compared with 1 October 2012 and 1 October 2011. The proportion of females at 1 October 2013 compared with 1 October 2012 in the **Naval Service decreased by 0.1 percentage point**, for the **Army increased by 0.3 percentage points** and for **RAF decreased by 0.1 percentage points**. Gender proportions differ by Officers (12.6 per cent) and Other Ranks (9.2 per cent).

In the 12 months to the 30 September 2013, the proportion of female entrants to UK Regular Forces was 9.0 per cent. This proportion is lower than the proportion on strength (9.8 per cent) but an increase by 0.7 percentage points over the previous 12 month period, ending the 30 September 2012 (8.3 per cent).

Representation of females differs by Service with the RAF having the largest percentage of females in total (**13.8 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.

Since 1 October 2011, although the percentage of female Naval Service Officers has increased by 0.3 percentage points, the percentage of female Naval Service Other Ranks has fallen from 9.2 per cent in 2011 to 8.7 per cent in October 2013. This has led, since 2011, to a decrease in the percentage of females in the Naval Service. One reason for this could be that whilst the **total strength** of the Royal Navy has reduced in size by 10.6 per cent during this time period, the Royal Marines, with predominantly male roles, has only reduced by 2.4 per cent.

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) which can be found on the Defence Statistics website; www.dasa.mod.uk

Table 1 - Gender representation¹ of UK Regular Forces² personnel by Service

	Female Representation as at 1 October 2011		Female Representation as at 1 October 2012		Female Representation as at 1 October 2013	
	Number	%	Number	%	Number	%
All Services	17 760	9.7	17 060	9.7	16 310	9.8
Officers	3 880	12.2	3 760	12.5	3 610	12.6
Other ranks	13 890	9.1	13 300	9.1	12 700	9.2
Naval Service	3 420	9.3	3 160	9.1	3 010	9.0
Officers	720	9.7	690	9.8	690	10.0
Other Ranks	2 700	9.2	2 460	8.9	2 320	8.7
Royal Navy	3 320	11.5	3 050	11.4	2 910	11.3
Officers	720	11.0	690	11.1	690	11.4
Other Ranks	2 600	11.7	2 360	11.4	2 220	11.3
Royal Marines	100	1.3	100	1.3	110	1.4
Officers	-	-	-	-	-	-
Other Ranks	100	1.4	100	1.5	110	1.6
Army	8 610	8.1	8 560	8.3	8 340	8.6
Officers	1 670	11.2	1 660	11.6	1 620	11.8
Other Ranks	6 940	7.6	6 900	7.8	6 720	8.1
Royal Air Force	5 730	13.8	5 350	13.9	4 950	13.8
Officers	1 490	15.8	1 400	16.4	1 300	16.3
Other Ranks	4 240	13.2	3 940	13.2	3 650	13.1

Source: Defence Statistics (Tri-Service)

1. Percentages are calculated from unrounded data.

2. UK Regular Forces comprises trained and untrained personnel and excludes Gurkhas, Full Time Reserve Service personnel and mobilised reservists.

Female representation by Service at 1 April each year

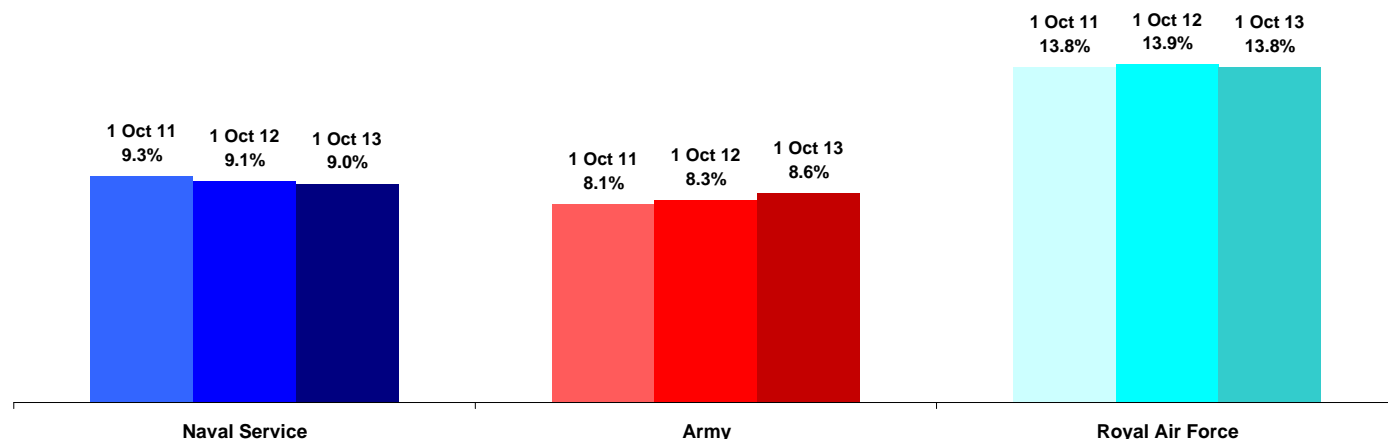


Table 2 - Ethnic origin and nationality representation of UK Regular Forces by Service

Table 2 shows presents the representation of Black and Minority ethnic (BME) 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 October 2013, Black and Minority Ethnic (BME) personnel comprise **7.2 per cent** of the UK Regular Forces. The proportion differs between officers (**2.4 per cent** constant since October 2011) and other ranks (**8.2 per cent** increasing 0.5 percentage points since October 2011)

The proportion of Black and Minority Ethnic personnel in the UK Regular Forces differs by Service; the Naval Service with **3.5 per cent** (remaining constant since October 2011), the Army with **10.3 per cent** (increasing 0.6 percentage points since October 2011) and the RAF with **2.0 per cent** (constant since October 2011). See the graphs below.

Since 2009, Gurkha personnel have been able to transfer into the UK Regular Army, which may partially explain the larger proportion of BME personnel in the Army. The Army also has more personnel from other Foreign and Commonwealth countries, over 80 per cent of whom are from BME backgrounds.

In the Quarterly Personnel Report, the proportion of BME personnel entering the UK Regular Forces in the 12 months to 30 September 2013 was 7.5 per cent, greater than the proportion on strength (7.2 per cent at 1 October 2013). A decrease of 0.3 percentage points from 7.8 per cent in the 12 months to 30 September 2012. Targeted recruitment activity continues to increase the proportion of BME personnel in the Armed Forces.

Table 2 - Ethnic origin and nationality representation¹ of UK Regular Forces² by Service

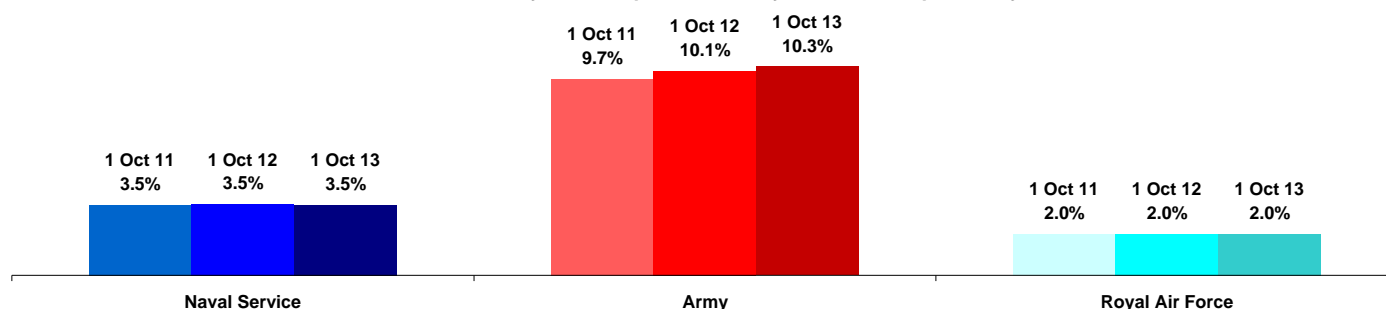
	Black and Minority Ethnic (BME) Representation as at 1 October 2011		Black and Minority Ethnic (BME) Representation as at 1 October 2012		Black and Minority Ethnic (BME) Representation as at 1 October 2013	
	Number	%	Number	%	Number	%
All Services	12 280	6.8	12 310	7.1	11 820	7.2
Officers	730	2.4	700	2.4	660	2.4
of which UK	680	92.9	660	93.3	620	93.2
of which non-UK	50	7.1	50	6.7	40	6.8
Other ranks	11 540	7.7	11 610	8.0	11 160	8.2
of which UK	4 120	35.7	4 090	35.3	4 050	36.3
of which non-UK	7 430	64.3	7 520	64.7	7 110	63.7
Naval Service	1 260	3.5	1 200	3.5	1 150	3.5
Officers	130	1.7	130	1.8	120	1.8
of which UK	120	94.4	120	94.5	120	95.1
of which non-UK	10	5.6	10	5.5	10	4.9
Other Ranks	1 130	3.9	1 070	3.9	1 020	3.9
of which UK	570	50.0	540	50.7	530	52.0
of which non-UK	570	50.0	530	49.3	490	48.0
Army	10 210	9.7	10 360	10.1	9 970	10.3
Officers	410	2.8	390	2.7	370	2.7
of which UK	370	90.1	360	90.8	340	90.8
of which non-UK	40	9.9	40	9.2	30	9.2
Other Ranks	9 800	10.8	9 970	11.3	9 600	11.6
of which UK	3 000	30.6	3 050	30.6	3 050	31.7
of which non-UK	6 800	69.4	6 920	69.4	6 560	68.3
Royal Air Force	810	2.0	750	2.0	700	2.0
Officers	200	2.3	180	2.3	170	2.3
of which UK	200	97.5	180	97.8	160	97.0
of which non-UK	-	-	-	-	-	-
Other Ranks	610	2.0	570	2.0	540	2.0
of which UK	550	90.1	500	88.5	470	88.2
of which non-UK	60	9.9	60	11.5	60	11.8

Source: Defence Statistics (Tri-Service)

1. Black and Minority Ethnic and Nationality figures and percentages are based on those with a **declared** and known ethnic origin. Percentages are calculated from unrounded data.

2. UK Regular Forces comprises trained and untrained personnel and excludes Gurkhas, Full Time Reserve Service personnel and mobilised reservists.

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



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 religion 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 **80.9 per cent** at 1 October 2013. This is a **decrease** of 1.8 percentage points from 82.7 per cent at 1 October 2012 and a **decrease** of 3.4 percentage points compared with 84.3 per cent at 1 October 2011. There is no known main reason for this reduction.

The number of personnel declaring their religious beliefs to be Christian is decreasing across all services. At 1 October 2013, the proportion of Christian personnel in the Naval Service was **75.6 per cent**, the Army was **83.2 per cent** and the RAF has a proportion of **79.5 per cent**. See the graphs below.

There is no known individual reason for why the proportion of UK Regular service personnel that self report as Christian has been decreasing for each of the individual services.

Table 3a - Christian¹ and nationality representation² of UK Regular Forces³ by Service

	Christian representation as at 1 October 2011		Christian representation as at 1 October 2012		Christian representation as at 1 October 2013	
	Number	%	Number	%	Number	%
All Services	153 330	84.3	144 160	82.7	133 400	80.9
Officers	27 540	87.9	25 870	87.1	24 300	85.8
of which UK	27 300	99.1	25 650	99.1	24 100	99.2
of which non-UK	240	0.9	220	0.9	200	0.8
Other ranks	125 790	83.5	118 290	81.8	109 090	79.9
of which UK	118 420	94.1	111 030	93.9	102 230	93.7
of which non-UK	7 370	5.9	7 260	6.1	6 860	6.3
Naval Service	29 190	79.8	26 960	78.0	25 290	75.6
Officers	6 380	86.3	6 050	85.4	5 770	84.2
of which UK	6 360	99.6	6 020	99.7	5 750	99.7
of which non-UK	20	0.4	20	0.3	20	0.3
Other Ranks	22 820	78.1	20 910	76.1	19 520	73.4
of which UK	22 180	97.2	20 310	97.1	18 950	97.1
of which non-UK	630	2.8	600	2.9	570	2.9
Army	91 260	86.5	87 130	84.8	80 620	83.2
Officers	13 340	89.8	12 690	88.6	11 950	87.4
of which UK	13 150	98.6	12 520	98.7	11 790	98.6
of which non-UK	190	1.4	170	1.3	160	1.4
Other Ranks	77 910	86.0	74 440	84.2	68 660	82.6
of which UK	71 250	91.5	67 870	91.2	62 450	91.0
of which non-UK	6 660	8.5	6 580	8.8	6 210	9.0
Royal Air Force	32 880	82.4	30 070	81.2	27 500	79.5
Officers	7 820	86.2	7 140	85.9	6 590	84.5
of which UK	7 790	99.7	7 110	99.6	6 560	99.6
of which non-UK	20	0.3	30	0.4	30	0.4
Other Ranks	25 060	81.3	22 930	79.8	20 910	78.0
of which UK	24 980	99.7	22 850	99.7	20 830	99.6
of which non-UK	80	0.3	80	0.3	80	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 and Nationality figures and percentages are based on those with a **declared** Religion on JPA. Percentages are calculated from unrounded data.
3. UK Regular Forces comprises trained and untrained personnel and excludes Gurkhas, Full Time Reserve Service personnel and mobilised reservists.

Christian representation by Service at 1 April each year

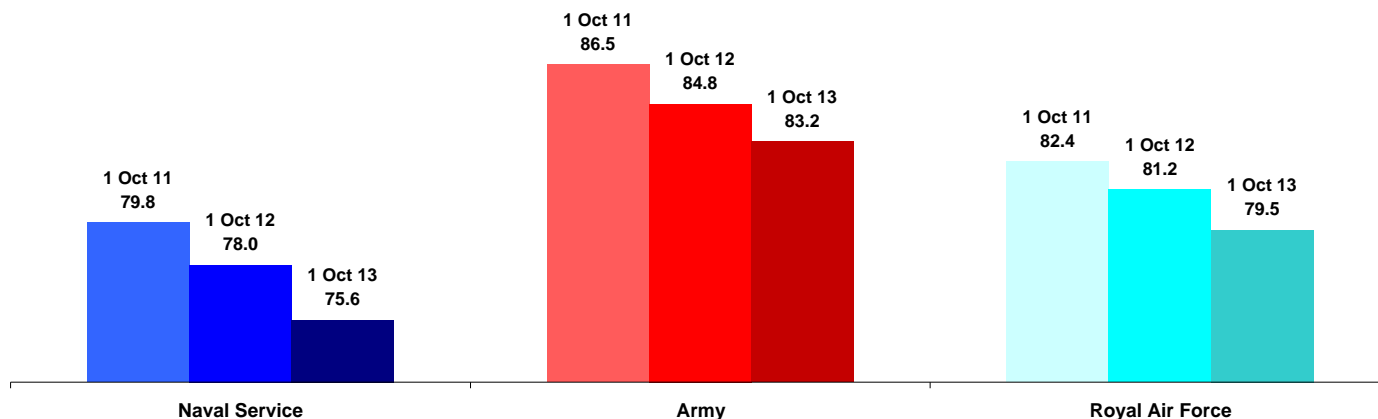


Table 3b shows Religion and nationality representation of UK Regular Forces by Service of Non-Christians

Table 3b shows the proportion of Non-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 religion or nationality recorded on JPA. Please see the data sources section for more details.

At 1 October 2013, **1.8 per cent** of UK Armed Forces personnel had a declared religion other than Christian, this has **remained constant** at 1.8 per cent since October 2012 and an **increase** of 0.2 percentage points, from 1.6 per cent, since October 2011.

The number of personnel declaring religious beliefs other than Christian is gradually increasing in the Naval Service and Army but remains constant in the RAF. At 1 October 2013, the proportion of non-Christian personnel in the Naval Service was **0.9 per cent**, the Army was **2.5 per cent** and the RAF has a proportion of **0.8 per cent**. See the graphs below.

The Army has the largest proportion of personnel with a non-Christian religious background and the greatest proportion of these that are non-UK, especially in the Other Ranks. This higher proportion of personnel from non-UK backgrounds, may be partly explained by those transferring from the Gurkha regiments into the Regular Army.

Table 3b - Non-Christian¹ and nationality² representation of UK Regular Forces³ by Service

	Non-Christian Religions representation as at 1 October 2011		Non-Christian Religions representation as at 1 October 2012		Non-Christian Religions representation as at 1 October 2013	
	Number	%	Number	%	Number	%
All Services	2 940	1.6	3 080	1.8	3 050	1.8
Officers	280	0.9	260	0.9	250	0.9
of which UK	260	95.3	250	95.4	240	95.2
of which non-UK	10	4.7	10	4.6	10	4.8
Other ranks	2 660	1.8	2 820	2.0	2 800	2.0
of which UK	1 520	57.2	1 510	53.5	1 490	53.1
of which non-UK	1 140	42.8	1 310	46.5	1 310	46.9
Naval Service	310	0.8	290	0.8	280	0.9
Officers	50	0.7	40	0.6	40	0.6
of which UK	50	96.1	40	95.6	40	94.9
of which non-UK	-	-	-	-	-	-
Other Ranks	260	0.9	250	0.9	250	0.9
of which UK	220	83.7	210	83.9	200	82.9
of which non-UK	40	16.3	40	16.1	40	17.1
Army	2 300	2.2	2 480	2.4	2 460	2.5
Officers	140	1.0	140	1.0	140	1.0
of which UK	140	94.5	130	95.7	140	95.7
of which non-UK	10	5.5	10	4.3	10	4.3
Other Ranks	2 150	2.4	2 340	2.6	2 320	2.8
of which UK	1 070	49.7	1 080	46.0	1 060	45.8
of which non-UK	1 080	50.3	1 260	54.0	1 260	54.2
Royal Air Force	330	0.8	320	0.9	300	0.8
Officers	80	0.9	80	0.9	70	0.9
of which UK	80	96.2	70	94.7	70	94.4
of which non-UK	-	-	-	-	-	-
Other Ranks	250	0.8	240	0.8	230	0.9
of which UK	240	94.4	230	94.6	220	95.2
of which non-UK	10	5.6	10	5.4	10	4.8

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 and Nationality figures and percentages are based on those with a **declared** Religion on JPA. Percentages are calculated from unrounded data.
3. UK Regular Forces comprises trained and untrained personnel and excludes Gurkhas, Full Time Reserve Service personnel and mobilised reservists.

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

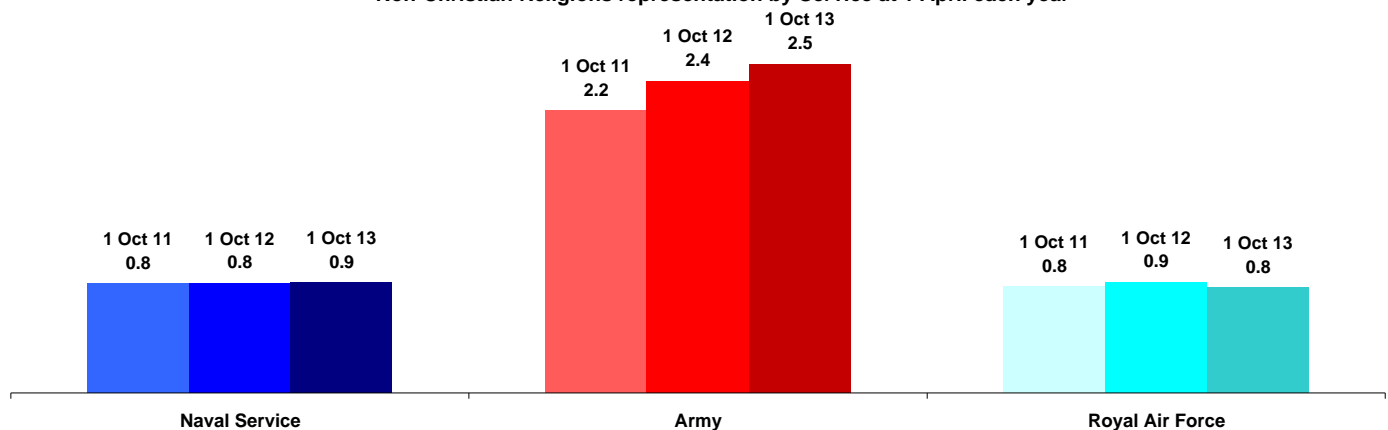


Table 3c shows Religion and nationality representation of UK Regular Forces by Service of Secular personnel

Table 3c shows the proportion of Secular 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 religion or nationality recorded on JPA. Please see the data sources section for more details.

The number of personnel declaring no religious belief is increasing across all services. The representation of secular personnel at 1 October 2013 was **17.2 per cent**, an **increase** of 1.7 percentage points compared with 15.5 per cent at 1 October 2012 and an **increase** of 3.1 percentage points compared with 14.1 per cent at 1 October 2011. There is no known main reason for this increase.

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 **23.5 per cent**, the Army has the lowest proportion, at **14.2 per cent** and the RAF has a proportion of **18.4 per cent**. See the graphs below.

There is no known individual reason for why the proportion of UK Regular service personnel that self report as having secular beliefs or no religion has been increasing for each of the individual services.

Table 3c - Secular¹ and nationality² representation of UK Regular Forces³ by Service

	Secular representation as at 1 October 2011		Secular representation as at 1 October 2012		Secular representation as at 1 October 2013	
	Number	%	Number	%	Number	%
All Services	25 710	14.1	27 060	15.5	28 430	17.2
Officers	3 500	11.2	3 580	12.1	3 760	13.3
of which UK	3 460	98.9	3 540	98.7	3 730	99.2
of which non-UK	40	1.1	40	1.3	30	0.8
Other ranks	22 210	14.7	23 470	16.2	24 670	18.1
of which UK	21 900	98.6	23 160	98.7	24 350	98.7
of which non-UK	310	1.4	320	1.3	320	1.3
Naval Service	7 080	19.4	7 310	21.2	7 860	23.5
Officers	960	13.0	990	14.0	1 040	15.3
of which UK	950	99.2	980	99.3	1 040	99.6
of which non-UK	10	0.8	10	0.7	-	-
Other Ranks	6 120	21.0	6 320	23.0	6 810	25.6
of which UK	6 020	98.4	6 220	98.4	6 710	98.5
of which non-UK	100	1.6	100	1.6	100	1.5
Army	11 930	11.3	13 090	12.7	13 770	14.2
Officers	1 370	9.2	1 500	10.5	1 580	11.5
of which UK	1 340	98.2	1 470	97.9	1 560	98.6
of which non-UK	20	1.8	30	2.1	20	1.4
Other Ranks	10 560	11.7	11 590	13.1	12 190	14.7
of which UK	10 360	98.1	11 400	98.3	11 990	98.4
of which non-UK	200	1.9	200	1.7	200	1.6
Royal Air Force	6 700	16.8	6 650	18.0	6 800	18.4
Officers	1 170	12.9	1 090	13.1	1 130	14.5
of which UK	1 160	99.5	1 080	99.5	1 130	99.6
of which non-UK	10	0.5	10	0.5	-	-
Other Ranks	5 530	17.9	5 560	19.3	5 670	21.1
of which UK	5 520	99.7	5 540	99.7	5 650	99.7
of which non-UK	20	0.3	20	0.3	20	0.3

Source: Defence Statistics (Tri Service)

1. Secular includes personnel who have self identified as having no religion on JPA. This **does not** include those with an unrecorded religion.
2. Religion and Nationality figures and percentages are based on those with a **declared** Religion on JPA. Percentages are calculated from unrounded data.
3. UK Regular Forces comprises trained and untrained personnel and excludes Gurkhas, Full Time Reserve Service personnel and mobilised reservists.

Secular representation by Service at 1 April each year

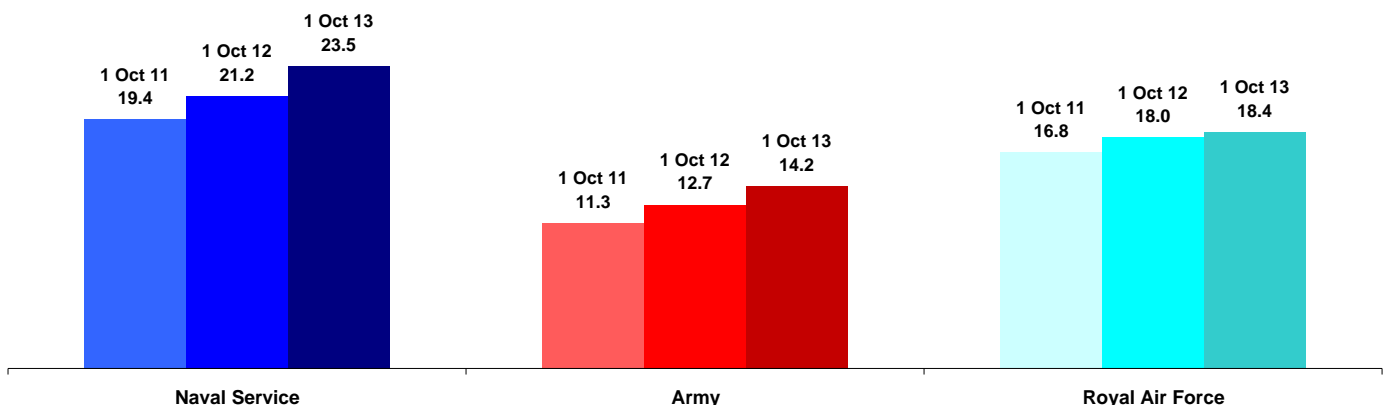


Table 4 shows the age group representation of UK Regular Forces by Officers and Other Ranks

Table 4 shows the UK Regular Forces by age group and by Officer and Other Rank. See Graphs 4.1 - 4.3 for an illustration of the age profile of the UK Regular Forces, for the total force, for officers and for other ranks.

At 1 October 2013, **50.9 per cent** of all UK Regular Forces personnel were under 30, this is a decrease of 0.1 percentage points from 51.0 per cent since October 2012 and an increase of 0.6 percentage points since 51.5 per cent at October 2011. 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 October 2013, the average age of UK Regular service personnel was **30 years old**. The average age for Officers at 1 October 2013 was **37 years old** and the average age for Other Ranks was **29 years old**.

More detail on the age of the UK Regular personnel annually, at the 1 April point can be found in the Annual Personnel Report, including information by service, detail by gender and intake and outflow statistics.

Table 4 - Age group representation¹ of UK Regular Forces² by Officers and Other Ranks

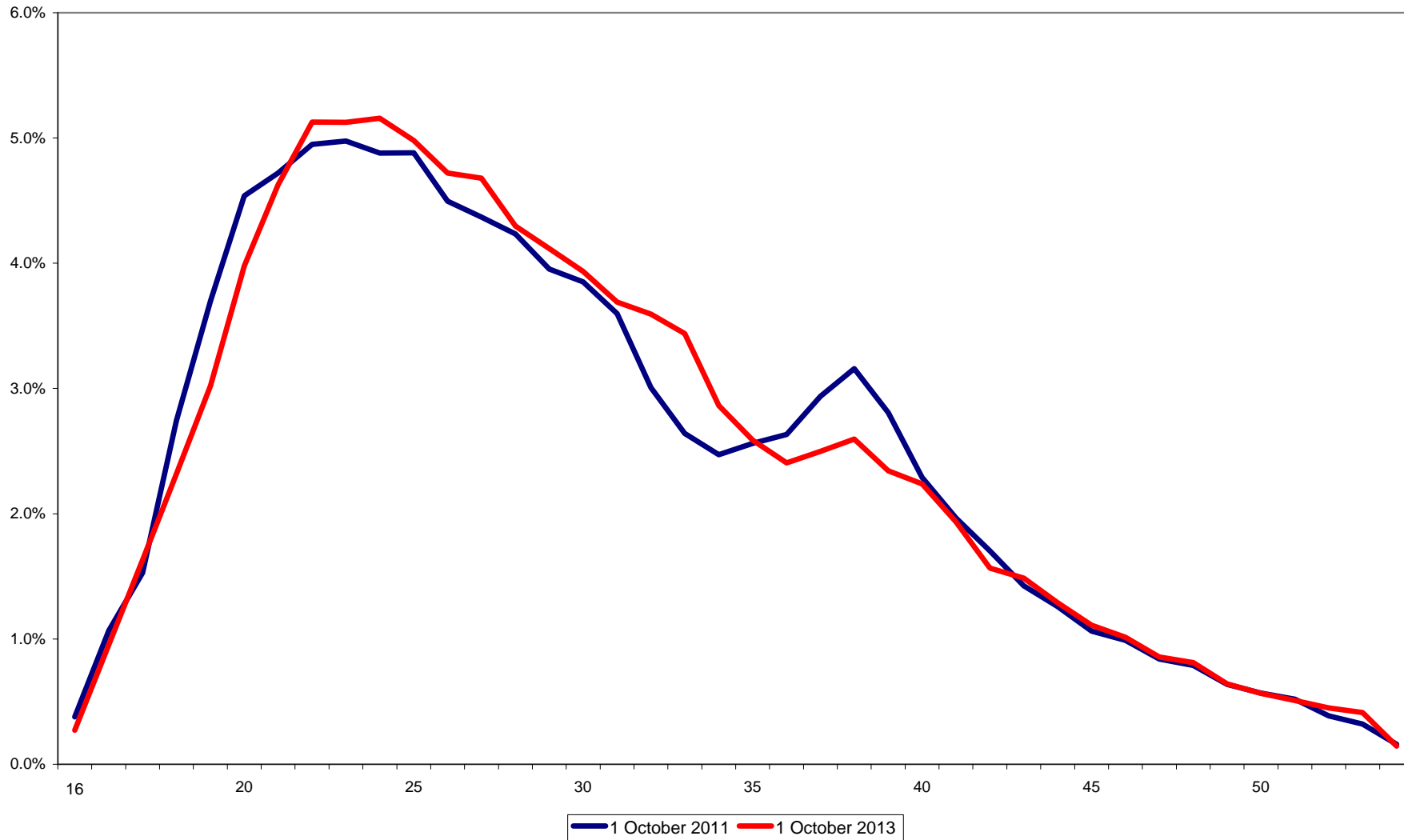
	Age representation as at 1 October 2011		Age representation as at 1 October 2012		Age representation as at 1 October 2013	
	Number	%	Number	%	Number	%
All Services	183 980	100	175 940	100	166 460	100
16-17	2 660	1.4	2 510	1.4	2 040	1.2
18-19	7 860	4.3	6 760	3.8	6 580	4.0
20-24	42 100	22.9	39 500	22.4	36 420	21.9
25-29	42 060	22.9	40 980	23.3	39 680	23.8
30-34	31 380	17.1	32 020	18.2	31 250	18.8
35-39	25 320	13.8	23 110	13.1	21 560	13.0
40-44	18 750	10.2	17 630	10.0	15 930	9.6
45-49	9 090	4.9	8 780	5.0	8 460	5.1
50-54	4 470	2.4	4 410	2.5	4 290	2.6
55+	290	0.2	240	0.1	240	0.1
Officers	31 680	100	30 010	100	28 540	100
16-17	-	-	-	-	-	-
18-19	30	0.1	20	0.1	30	0.1
20-24	2 380	7.5	1 990	6.6	1 820	6.4
25-29	5 830	18.4	5 460	18.2	5 190	18.2
30-34	5 540	17.5	5 460	18.2	5 320	18.7
35-39	4 850	15.3	4 630	15.4	4 360	15.3
40-44	5 460	17.3	5 180	17.3	4 800	16.8
45-49	4 490	14.2	4 360	14.5	4 250	14.9
50-54	2 820	8.9	2 690	9.0	2 560	9.0
55+	260	0.8	230	0.8	220	0.8
Other Ranks	152 300	100	145 930	100	137 920	100
16-17	2 660	1.7	2 510	1.7	2 040	1.5
18-19	7 830	5.1	6 730	4.6	6 550	4.7
20-24	39 720	26.1	37 510	25.7	34 600	25.1
25-29	36 230	23.8	35 520	24.3	34 490	25.0
30-34	25 830	17.0	26 560	18.2	25 930	18.8
35-39	20 470	13.4	18 480	12.7	17 200	12.5
40-44	13 290	8.7	12 450	8.5	11 130	8.1
45-49	4 600	3.0	4 420	3.0	4 210	3.1
50-54	1 660	1.1	1 720	1.2	1 740	1.3
55+	30	-	20	-	20	-

Source: Defence Statistics (Tri Service)

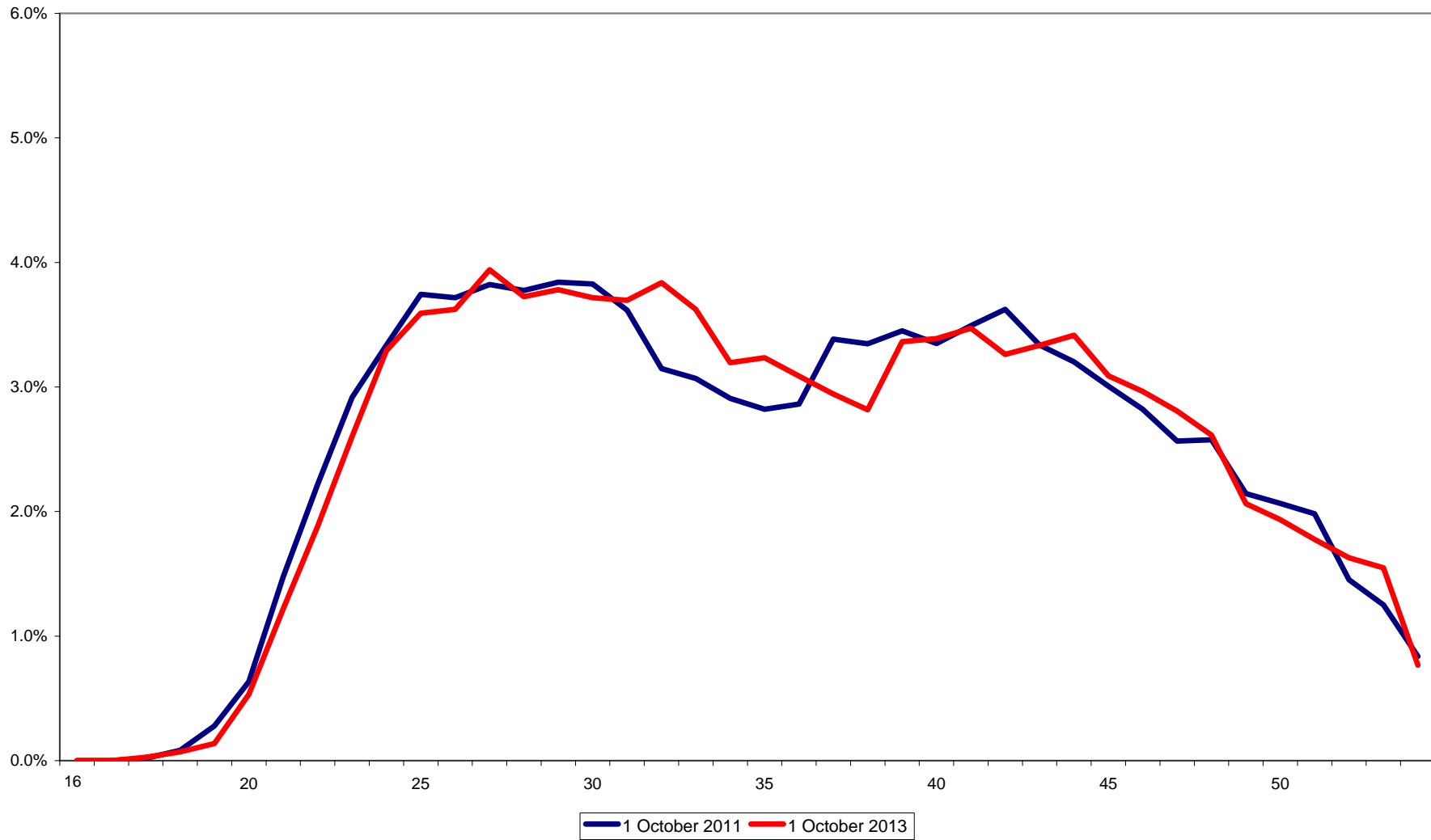
1. Percentages are calculated from unrounded data.

2. UK Regular Forces comprises trained and untrained personnel and excludes Gurkhas, Full Time Reserve Service personnel and mobilised reservists.

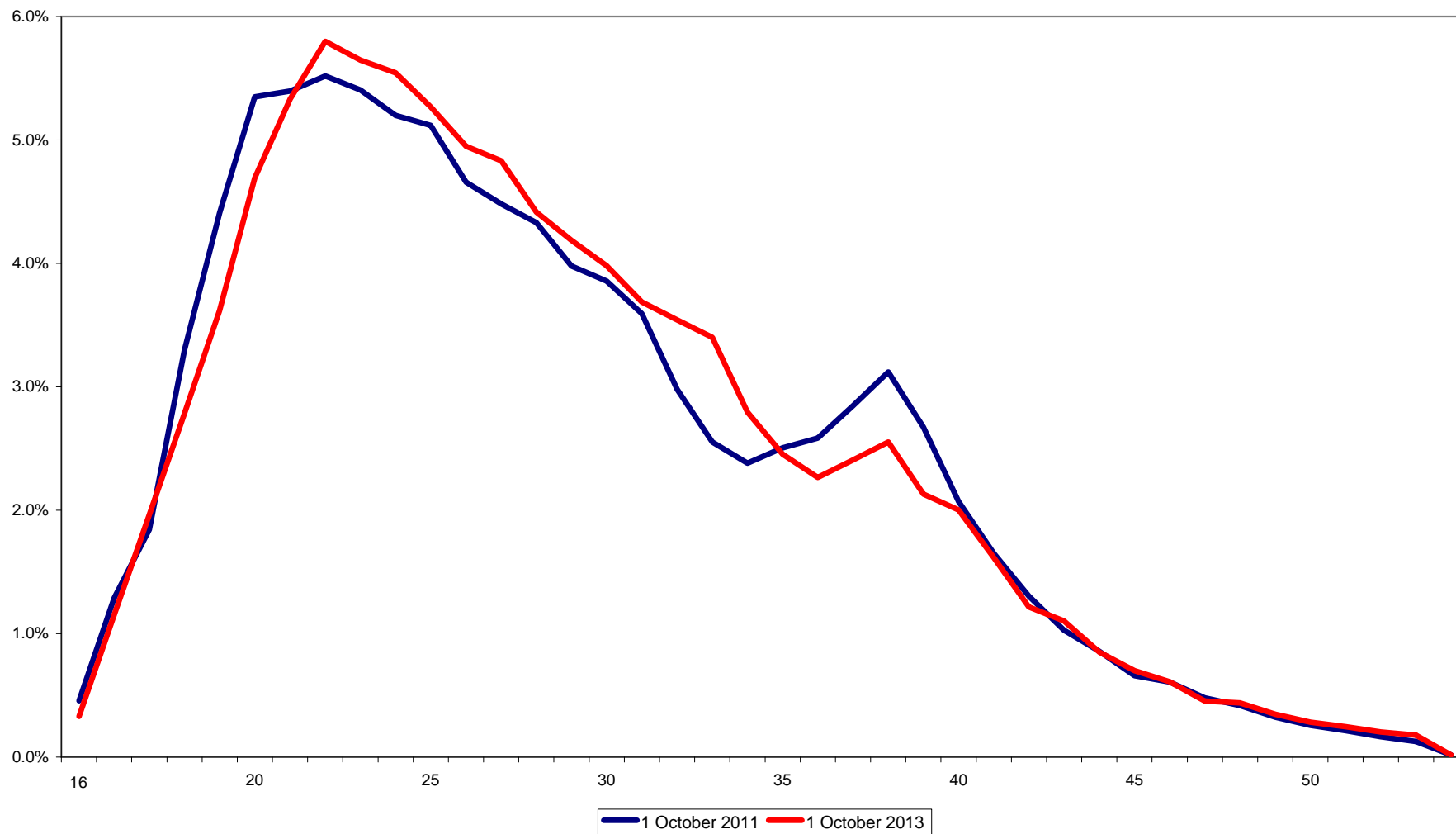
Graph 4.1 - Age Profile of UK Regular Forces, as at 1 October 2013 compared with age profile as at 1 October 2011



Graph 4.2 - Age Profile of UK Regular Officers, as at 1 October 2013 compared with age profile as at 1 October 2011



Graph 4.3 - Age Profile of UK Regular Other Ranks, as at 1 October 2013 compared with age profile as at 1 October 2011



Glossary

Black and Minority Ethnic 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**

BME see **Black and Minority Ethnic**.

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.

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 commissioning.

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.

Naval Service comprises the Royal Navy (including the Queen Alexandra's Royal Naval Nursing Service) and the Royal Marines combined.

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.

Officer An officer is a member of the Armed Forces holding the Queen's Commission. 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. The equivalent group in the Royal Navy is known as "Ratings".

Outflow from UK Regular Forces includes personnel leaving the Services, deaths, recalled reservists on release and outflow to the Home Service battalions of the Royal Irish Regiment (which disbanded on 31 March 2008). They do not include promotion from ranks to officers or flows between Services. Outflow does not include any flow to Long Term Absentee.

Secular includes personnel who have self identified as having no religion or any other beliefs (e.g. humanist)

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.