



Ministry of Defence

Biannual Diversity Dashboard UK Regular Forces Service Personnel 1 April 2014

Statistical release

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The April 2014 Military Diversity Dashboard report originally published on 29 May 2014 contained an error in the first column (figures relating to the 1 April 2012 situation date) of Table 4 which presented an incorrect total UK Regulars number and breakdown by age. This has been amended in this updated copy of the report.

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 April 2014 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 April 2012 and April 2014 for UK Regular Forces;

Gender

- The overall female representation of the UK Regular Forces at 1 April 2014 was **9.9 per cent**; this is a slight increase compared with **9.7 per cent** at 1 April 2013 and 1 April 2012.
- There is more variation between 1 April 2012 and 1 April 2014 in the individual services; the Naval Service has remained static **9.1 per cent** at 1 April 2013 whereas the Army has increased from **8.4 per cent** to **8.7 per cent** over the same time period. The female representation in the Royal Air Force has shown a slight decrease from **13.9 per cent** at 1 April 2013 to **13.8 per cent** at 1 April 2014.

Ethnicity

- BME personnel comprised **7.1 per cent** of the UK Regular Forces, static from 1 April 2013 but continuing a **long term gradual increase** in the proportion of BME personnel.
- This differs for officers (**2.4 per cent**) and other ranks (**8.1 per cent**).
- There are variations by Service; at 1 April 2014 the proportion of BME in the Naval Service **3.5 per cent** the Army was **10.3 per cent** and the RAF was **2.1 per cent**.

Religion

- The percentage of UK Regular personnel declaring a Non-Christian religion was **1.9 per cent** at April 2014 this has **increased** from 1.8 per cent at April 2012.
- The percentage of personnel declaring Christian as their religion was **79.9 per cent** at April 2014. This has **decreased** from **83.6 per cent** at April 2012.
- The percentage of Secular personnel was **18.2 per cent** at April 2014 an **increase** from **14.7 per cent** at 1 April 2012.

Further Information

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Introduction

For the April 2014 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 April 2014, with a focus on the protected characteristics of these personnel. It complements the Armed Forces Quarterly Personnel Report (QPR) and Annual Personnel Report (APR) by providing greater detail about the following characteristics of UK Regular personnel;

- Gender
- Ethnicity
- Religion
- Age

Diversity Dashboard has been published biannually since April 2012; the report was created to meet the Departments obligations under the Public Sector Equality Duty to provide information on its workforce in relation to the protected characteristics identified by the Equality Act 2010. Further information relating to the Public Sector Equality Duty can be found at:

<http://www.equalityhumanrights.com/advice-and-guidance/public-sector-equality-duty/>

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

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

The April 2014 Military Diversity Dashboard report originally published on 29 May 2014 contained an error in the first column (figures relating to the 1 April 2012 situation date) of Table 4 which presented an incorrect total UK Regulars number and breakdown by age. This has been amended in this updated copy of the report and numbers affected have been marked 'r' as revised.

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). In Table 3a-3c, personnel with Nationality recorded as no value have been included in the non-UK population.

Age

Average ages have been rounded down.

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

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

At 1 April 2014, the overall female representation in the UK Regular Forces was **9.9 per cent**, this has **increased by 0.2 percentage point** from 9.7 per cent compared with 1 April 2013 and 1 April 2012. The proportion of females at 1 April 2014 compared with 1 April 2013 in the **Naval Service remained static**, for the **Army increased by 0.3 percentage points** and for **RAF decreased by 0.1 percentage points**. Gender proportions differ by Officers (12.7 per cent) and Other Ranks (9.3 per cent).

In the 12 months to the 31 March 2014, the proportion of female entrants to UK Regular Forces was 9.6 per cent. This proportion is lower than the proportion on strength (9.9 per cent) but an increase by 1.2 percentage points over the previous 12 month period, ending the 31 March 2013 (8.4 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, which forms part of the Naval Service has the smallest proportion of females (1.4 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 2014 show that 78% of posts in the Navy, 71% of posts in the Army and 94% of posts in the RAF are open to women. However, all cap-badged posts in the Regular Infantry (and Household Cavalry/Royal Armoured Corps), RAF Regiment posts and the Royal Marines are presently closed to women on the ground of combat effectiveness. The RAF have seen a reduction in the proportion of posts open to women due to the number of Regiment posts remaining static following redundancies. The ban preventing women serving on board submarines was lifted in 2011. On 6 May 2014, it was announced that 3 officers had earned their "Dolphins' Badge" becoming the first female submariners. In addition, it was announced on 8 May 2014 that a review into women serving in front combat roles in the Army scheduled for 2018 has been bought forward.

Additional information on the rank structure and age profile of females within the UK Regular Forces can be found in the Annual Personnel Report (APR) which can be found on the Defence Statistics website; <https://www.gov.uk/government/publications/mod-national-and-official-statistics-by-topic>

Table 1 - Gender representation of UK Regular Forces¹ personnel by Service

	Female Representation as at 1 April 2012		Female Representation as at 1 April 2013		Female Representation as at 1 April 2014	
	Number	% ²	Number	%	Number	%
All Services	17 370	9.7	16 610	9.7	15 840	9.9
Officers	3 820	12.4	3 670	12.6	3 540	12.7
Other ranks	13 560	9.1	12 940	9.1	12 300	9.3
Naval Service	3 280	9.2	3 080	9.1	3 020	9.1
Officers	700	9.7	690	9.9	680	10.0
Other Ranks	2 580	9.1	2 390	8.8	2 330	8.8
Royal Navy	3 170	11.5	2 970	11.3	2 910	11.4
Officers	700	11.0	690	11.2	680	11.4
Other Ranks	2 480	11.6	2 290	11.4	2 230	11.4
Royal Marines	100	1.3	100	1.3	110	1.4
Officers	-	-	-	-	-	-
Other Ranks	100	1.4	100	1.5	110	1.5
Army	8 570	8.2	8 400	8.4	7 970	8.7
Officers	1 680	11.6	1 640	11.8	1 560	11.8
Other Ranks	6 890	7.7	6 760	7.9	6 400	8.2
Royal Air Force	5 520	13.8	5 130	13.9	4 860	13.8
Officers	1 440	15.9	1 340	16.3	1 290	16.5
Other Ranks	4 090	13.2	3 790	13.2	3 560	13.0

Source: Defence Statistics (Tri-Service)

1. UK Regular Forces comprises trained and untrained personnel and excludes Gurkhas, Full Time Reserve Service personnel and mobilised reservists.
2. Percentages are calculated from unrounded data.

Female representation by Service at 1 April each year

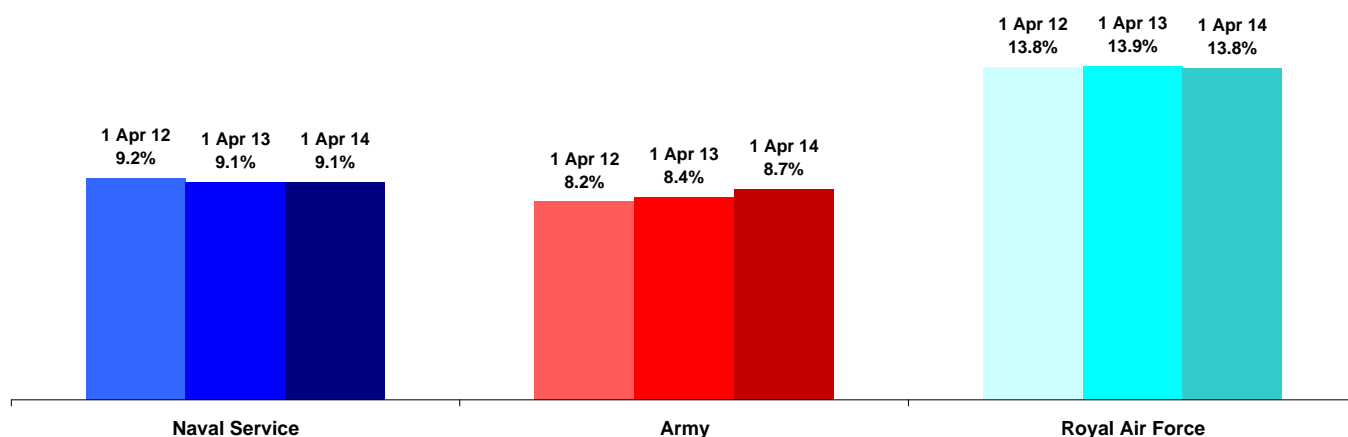


Table 2 - Ethnic origin and nationality representation of UK Regular Forces by Service

Table 2 shows 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 April 2014, Black and Minority Ethnic (BME) personnel comprise **7.1 per cent** of the UK Regular Forces. The proportion differs between officers at **2.4 per cent** remaining constant since April 2012 and other ranks at **8.1 per cent** increasing 0.2 percentage points since 1 April 2012.

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 1 April 2012), the Army with **10.3 per cent** (increasing 0.4 percentage points since 1 April 2012 and 0.1 percentage point since 1 April 2013) and the RAF with **2.1 per cent** (increasing 0.1 percentage points since 1 April 2013 and 1 April 2012). See the graphs below.

Since 2008, 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 with Non-British nationalities, over 80 per cent of whom are from BME backgrounds.

The proportion of BME personnel entering the UK Regular Forces in the 12 months to 31 March 2014 was 7.0 per cent which is less than the proportion on strength (7.1 per cent at 1 April 2014). This is a decrease of 0.9 percentage points from 7.9 per cent in the 12 months to 31 April 2013. Targeted recruitment activity continues to increase the proportion of BME personnel in the Armed Forces.

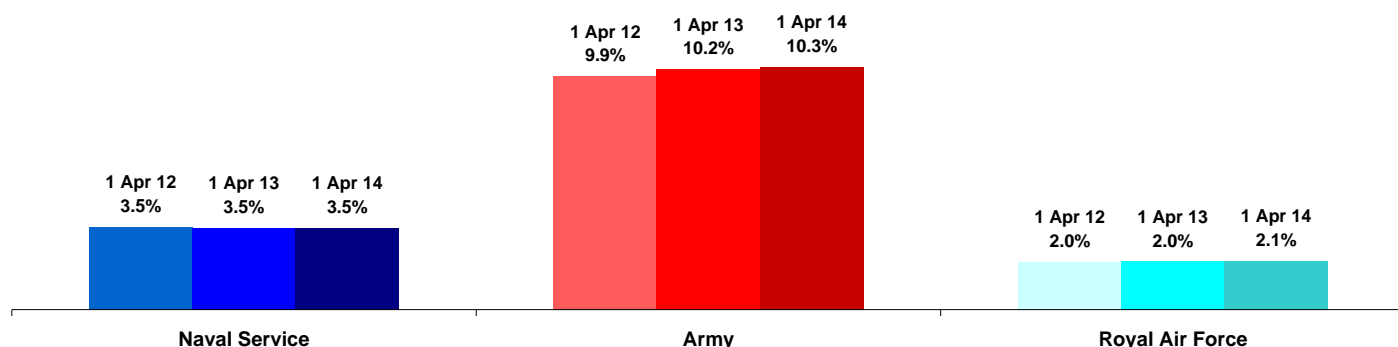
Table 2 - Ethnic origin and nationality representation¹ of UK Regular Forces² by Service

	Black and Minority Ethnic (BME) Representation as at 1 April 2012		Black and Minority Ethnic (BME) Representation as at 1 April 2013		Black and Minority Ethnic (BME) Representation as at 1 April 2014	
	Number	% ³	Number	%	Number	%
All Services	12 300	6.9	12 030	7.1	11 200	7.1
Officers	720	2.4	670	2.4	640	2.4
of which UK	670	93.2	620	93.3	600	93.6
of which non-UK	50	6.8	40	6.7	40	6.4
Other ranks	11 580	7.9	11 360	8.1	10 560	8.1
of which UK	4 120	35.6	4 120	36.3	3 990	37.8
of which non-UK	7 460	64.4	7 240	63.7	6 570	62.2
Naval Service	1 230	3.5	1 170	3.5	1 140	3.5
Officers	130	1.8	120	1.8	120	1.8
of which UK	120	94.4	120	94.4	110	95.8
of which non-UK	10	5.6	10	5.6	-	-
Other Ranks	1 110	4.0	1 040	3.9	1 020	3.9
of which UK	560	50.2	540	51.5	540	52.8
of which non-UK	550	49.8	500	48.5	480	47.2
Army	10 300	9.9	10 140	10.2	9 360	10.3
Officers	400	2.8	370	2.7	360	2.7
of which UK	360	90.5	340	90.8	330	91.4
of which non-UK	40	9.5	30	9.2	30	8.6
Other Ranks	9 900	11.1	9 770	11.4	9 000	11.6
of which UK	3 050	30.8	3 100	31.7	2 980	33.1
of which non-UK	6 850	69.2	6 680	68.3	6 030	66.9
Royal Air Force	770	2.0	720	2.0	700	2.1
Officers	190	2.3	180	2.3	170	2.3
of which UK	190	97.9	170	97.7	160	97.0
of which non-UK	-	-	-	-	-	-
Other Ranks	580	1.9	550	2.0	530	2.0
of which UK	520	89.4	490	88.4	470	88.1
of which non-UK	60	10.6	60	11.6	60	11.9

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.
2. UK Regular Forces comprises trained and untrained personnel and excludes Gurkhas, Full Time Reserve Service personnel and mobilised reservists.
3. Percentages are calculated from unrounded data.

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 **79.9 per cent** at 1 April 2014. This is a **decrease** of 1.9 percentage points from 81.6 per cent at 1 April 2013 and a **decrease** of 3.7 percentage points compared with 83.6 per cent at 1 April 2012. 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 April 2014, the proportion of Christian personnel in the Naval Service was **74.5 per cent**, the Army was **82.4 per cent** and the RAF has a proportion of **78.5 per cent**. See the graphs below.

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

	Christian representation as at 1 April 2012		Christian representation as at 1 April 2013		Christian representation as at 1 April 2014	
	Number	%	Number	%	Number	%
All Services	148 810	83.6	138 400	81.8	126 550	79.9
Officers	26 590	87.6	24 950	86.6	23 580	85.3
of which UK	26 370	99.2	24 740	99.2	23 400	99.3
of which non-UK	220	0.8	210	0.8	180	0.7
Other ranks	122 220	82.8	113 450	80.8	102 970	78.8
of which UK	114 910	94.0	106 490	93.9	96 700	93.9
of which non-UK	7 310	6.0	6 960	6.1	6 270	6.1
Naval Service	28 010	79.1	26 020	76.8	24 800	74.5
Officers	6 180	86.1	5 870	84.8	5 690	83.8
of which UK	6 160	99.7	5 860	99.7	5 680	99.8
of which non-UK	20	0.3	20	0.3	10	0.2
Other Ranks	21 830	77.3	20 150	74.8	19 100	72.1
of which UK	21 220	97.2	19 570	97.1	18 540	97.0
of which non-UK	620	2.8	580	2.9	560	3.0
Army	89 400	85.8	83 700	84.0	75 040	82.4
Officers	12 930	89.4	12 240	88.2	11 440	86.7
of which UK	12 750	98.6	12 070	98.7	11 300	98.8
of which non-UK	180	1.4	160	1.3	140	1.2
Other Ranks	76 470	85.3	71 460	83.3	63 600	81.7
of which UK	69 860	91.4	65 160	91.2	57 980	91.2
of which non-UK	6 610	8.6	6 300	8.8	5 630	8.8
Royal Air Force	31 400	81.7	28 680	80.4	26 710	78.5
Officers	7 490	85.9	6 840	85.4	6 450	84.0
of which UK	7 460	99.7	6 820	99.6	6 420	99.6
of which non-UK	30	0.3	30	0.4	20	0.4
Other Ranks	23 910	80.5	21 840	79.0	20 260	76.9
of which UK	23 840	99.7	21 760	99.6	20 180	99.6
of which non-UK	80	0.3	80	0.4	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.
3. UK Regular Forces comprises trained and untrained personnel and excludes Gurkhas, Full Time Reserve Service personnel and mobilised reservists.
4. Percentages are calculated from unrounded data.

Christian representation by Service at 1 April each year

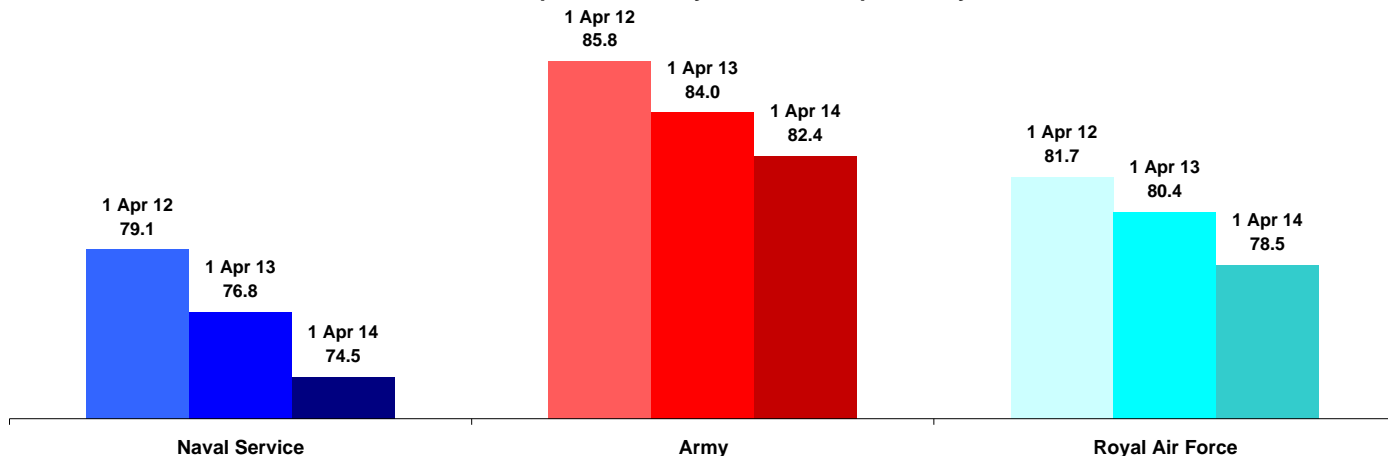


Table 3b shows Religion and nationality representation of UK Regular Forces by Service of Non-Christians

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 April 2014, **1.9 per cent** of UK Armed Forces personnel had a declared religion other than Christian, this is **an increase of 0.1 percentage points** since 1 April 2013 and an **increase of 0.2 percentage points**, from 1.7 per cent at April 2012.

The number of personnel declaring religious beliefs other than Christian is gradually increasing in the Naval Service and Army but fluctuates in the RAF. At 1 April 2014, the proportion of non-Christian personnel in the Naval Service was **0.9 per cent**, the Army was **2.7 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, which may be partly explained by a higher proportion of personnel from non-UK backgrounds, including 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 April 2012		Non-Christian Religions representation as at 1 April 2013		Non-Christian Religions representation as at 1 April 2014	
	Number	% ⁴	Number	%	Number	%
All Services	3 010	1.7	3 100	1.8	2 990	1.9
Officers	280	0.9	260	0.9	250	0.9
of which UK	260	95.3	240	96.1	230	94.3
of which non-UK	10	4.7	10	3.9	10	5.7
Other ranks	2 740	1.9	2 840	2.0	2 750	2.1
of which UK	1 510	55.1	1 510	53.3	1 470	53.6
of which non-UK	1 230	44.9	1 330	46.7	1 280	46.4
Naval Service	300	0.8	290	0.9	290	0.9
Officers	50	0.7	40	0.6	40	0.6
of which UK	50	95.8	40	95.3	40	94.9
of which non-UK	-	-	-	-	-	-
Other Ranks	250	0.9	250	0.9	250	0.9
of which UK	210	84.5	210	84.3	210	83.5
of which non-UK	40	15.5	40	15.7	40	16.5
Army	2 390	2.3	2 490	2.5	2 410	2.7
Officers	140	1.0	140	1.0	140	1.0
of which UK	140	95.2	130	97.1	130	94.1
of which non-UK	10	4.8	-	-	10	5.9
Other Ranks	2 240	2.5	2 360	2.7	2 280	2.9
of which UK	1 070	47.5	1 080	45.8	1 050	46.2
of which non-UK	1 180	52.5	1 280	54.2	1 220	53.8
Royal Air Force	320	0.8	310	0.9	290	0.8
Officers	80	1.0	80	0.9	70	0.9
of which UK	80	95.2	70	94.7	70	94.4
of which non-UK	-	-	-	-	-	-
Other Ranks	240	0.8	240	0.9	220	0.8
of which UK	230	94.2	220	94.9	210	95.5
of which non-UK	10	5.8	10	5.1	10	4.5

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.
3. UK Regular Forces comprises trained and untrained personnel and excludes Gurkhas, Full Time Reserve Service personnel and mobilised reservists.
4. Percentages are calculated from unrounded data.

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

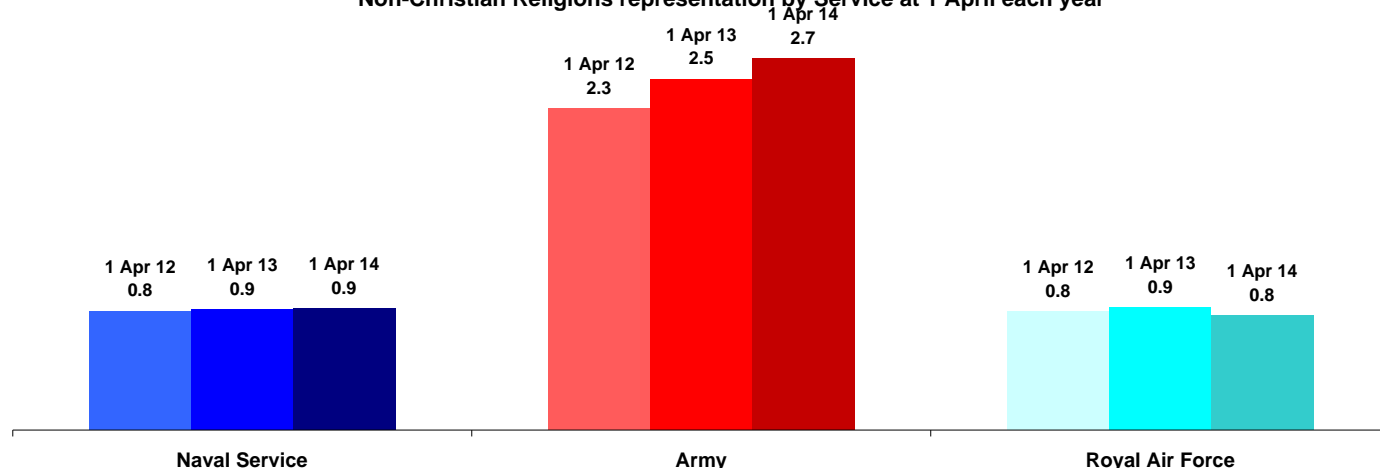


Table 3c shows Religion and nationality representation of UK Regular Forces by Service of Secular personnel

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 April 2014 was **18.2 per cent**, an **increase** of 1.8 percentage points compared with 16.4 per cent at 1 April 2013 and an **increase** of 3.5 percentage points compared with 14.7 per cent at 1 April 2012. There is no known single 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 **24.6 per cent**, the Army has the lowest proportion, at **14.9 per cent** and the RAF has a proportion of **19.7 per cent**. See the graphs below.

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

	Secular representation as at 1 April 2012		Secular representation as at 1 April 2013		Secular representation as at 1 April 2014	
	Number	%	Number	%	Number	%
All Services	26 180	14.7	27 670	16.4	28 780	18.2
Officers	3 490	11.5	3 610	12.5	3 830	13.8
of which UK	3 460	99.1	3 570	99.0	3 800	99.2
of which non-UK	30	0.9	40	1.0	30	0.8
Other ranks	22 700	15.4	24 060	17.1	24 950	19.1
of which UK	22 380	98.6	23 750	98.7	24 650	98.8
of which non-UK	310	1.4	310	1.3	300	1.2
Naval Service	7 110	20.1	7 550	22.3	8 200	24.6
Officers	950	13.3	1 010	14.5	1 060	15.6
of which UK	940	99.3	1 000	99.4	1 060	99.6
of which non-UK	10	0.7	10	0.6	-	-
Other Ranks	6 160	21.8	6 550	24.3	7 140	27.0
of which UK	6 060	98.3	6 440	98.4	7 050	98.6
of which non-UK	100	1.7	100	1.6	100	1.4
Army	12 370	11.9	13 450	13.5	13 560	14.9
Officers	1 390	9.6	1 500	10.8	1 610	12.2
of which UK	1 370	98.5	1 480	98.4	1 590	98.7
of which non-UK	20	1.5	20	1.6	20	1.3
Other Ranks	10 980	12.2	11 940	13.9	11 950	15.4
of which UK	10 790	98.3	11 750	98.4	11 760	98.4
of which non-UK	190	1.7	190	1.6	190	1.6
Royal Air Force	6 710	17.5	6 670	18.7	7 020	19.7
Officers	1 150	13.2	1 100	13.7	1 160	15.1
of which UK	1 140	99.6	1 090	99.5	1 150	99.6
of which non-UK	-	-	-	-	-	-
Other Ranks	5 560	18.7	5 570	20.1	5 860	22.2
of which UK	5 540	99.7	5 550	99.7	5 840	99.6
of which non-UK	20	0.3	20	0.3	20	0.4

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.
3. UK Regular Forces comprises trained and untrained personnel and excludes Gurkhas, Full Time Reserve Service personnel and mobilised reservists.
4. Percentages are calculated from unrounded data.

Secular representation by Service at 1 April each year

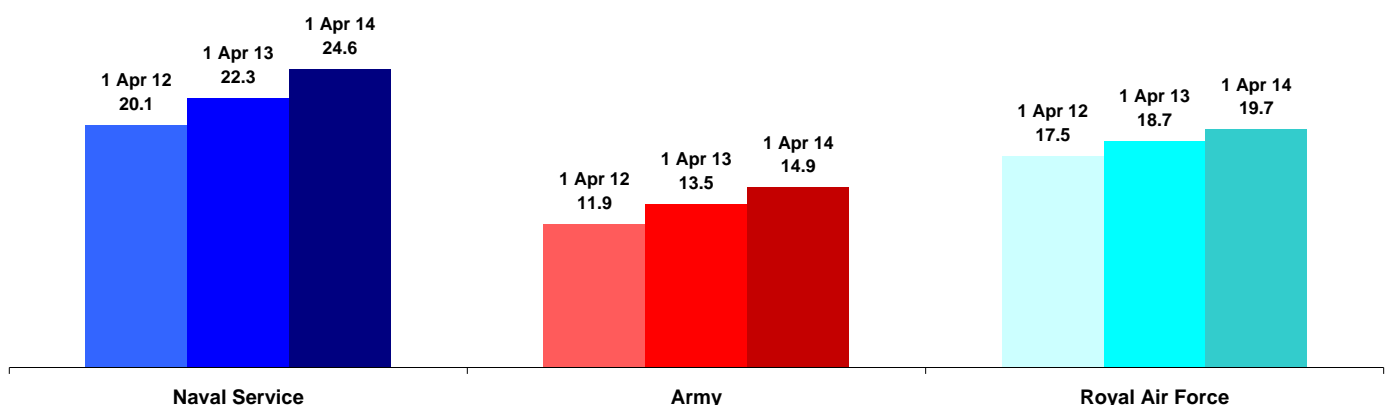


Table 4 shows the age group representation of UK Regular Forces by Officers and Other Ranks

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 April 2014, **50.7 per cent** of all UK Regular Forces personnel were under 30, this is a decrease of 0.4 percentage points from 51.1 per cent since 1 April 2013 and an increase of 0.6 percentage points since 1 April 2012. For an illustration on the difference between the proportion of age between Officers and Other Ranks see **Graphs 4.2 and 4.3**.

At 1 April 2014, the average age of UK Regular service personnel was **30 years old**. The average age for Officers at 1 April 2014 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. <https://www.gov.uk/government/publications/mod-national-and-official-statistics-by-topic>

Table 4 - Age group representation of UK Regular Forces¹ by Officers and Other Ranks

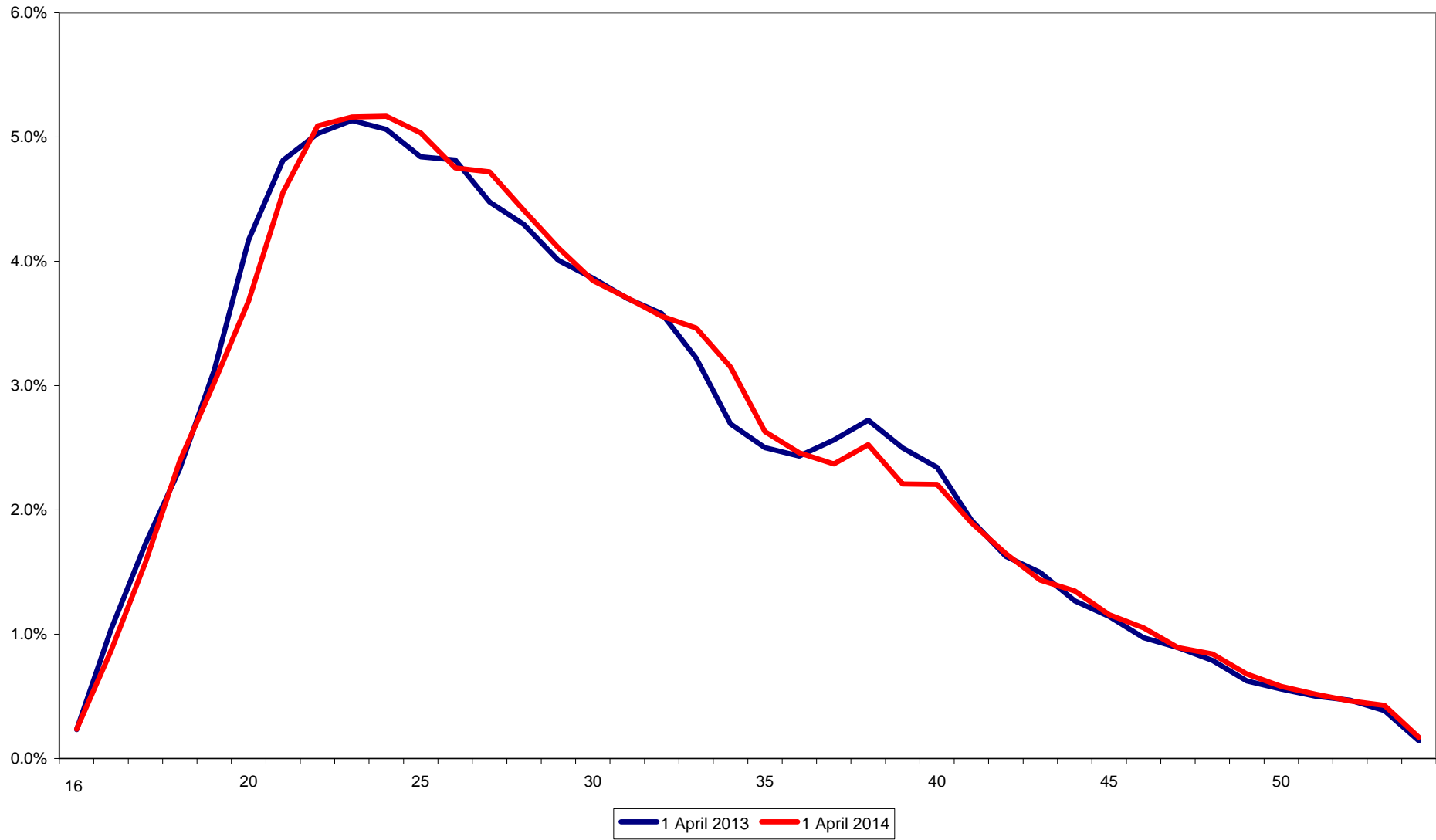
	Age representation as at 1 April 2012		Age representation as at 1 April 2013		Age representation as at 1 April 2014	
	Number	%	Number	%	Number	%
All Services	179 800^r	100	170 710	100	159 630	100
Under 18	2 620 ^r	1.5 ^r	2 170	1.3	1 760	1.1
18-19	7 100 ^r	3.9 ^r	6 920	4.1	6 330	4.0
20-24	40 910 ^r	22.8 ^r	38 020	22.3	34 340	21.5
25-29	41 540 ^r	23.1	40 100	23.5	38 440	24.1
30-34	31 720 ^r	17.6 ^r	31 360	18.4	29 820	18.7
35-39	24 060 ^r	13.4 ^r	22 040	12.9	20 960	13.1
40-44	18 200 ^r	10.1 ^r	16 860	9.9	14 990	9.4
45-49	8 960 ^r	5.0 ^r	8 650	5.1	8 440	5.3
50-54	4 430 ^r	2.5 ^r	4 330	2.5	4 260	2.7
55+	270 ^r	0.2 ^r	240	0.1	270	0.2
Officers	30 700^r	100	29 060	100	27 850	100
Under 18	- ^r	- ^r	-	-	-	-
18-19	20 ^r	0.1 ^r	20	0.1	30	0.1
20-24	2 110 ^r	6.9 ^r	1 850	6.4	1 710	6.1
25-29	5 670 ^r	18.5 ^r	5 320	18.3	5 090	18.3
30-34	5 530 ^r	18.0 ^r	5 400	18.6	5 110	18.3
35-39	4 700 ^r	15.3 ^r	4 460	15.3	4 420	15.9
40-44	5 280 ^r	17.2 ^r	4 910	16.9	4 540	16.3
45-49	4 410 ^r	14.4 ^r	4 290	14.7	4 210	15.1
50-54	2 730 ^r	8.9 ^r	2 600	8.9	2 490	9.0
55+	250 ^r	0.8 ^r	220	0.8	240	0.9
Other Ranks	149 100^r	100	141 650	100	131 770	100
Under 18	2 620 ^r	1.8 ^r	2 170	1.5	1 760	1.3
18-19	7 080 ^r	4.7 ^r	6 900	4.9	6 300	4.8
20-24	38 800 ^r	26.0 ^r	36 170	25.5	32 620	24.8
25-29	35 860 ^r	24.1 ^r	34 780	24.6	33 350	25.3
30-34	26 190 ^r	17.6 ^r	25 970	18.3	24 720	18.8
35-39	19 360 ^r	13.0 ^r	17 580	12.4	16 550	12.6
40-44	12 920 ^r	8.7 ^r	11 950	8.4	10 450	7.9
45-49	4 550 ^r	3.1 ^r	4 360	3.1	4 230	3.2
50-54	1 700 ^r	1.1 ^r	1 740	1.2	1 770	1.3
55+	20 ^r	- ^r	20	-	30	-

Source: Defence Statistics (Tri Service)

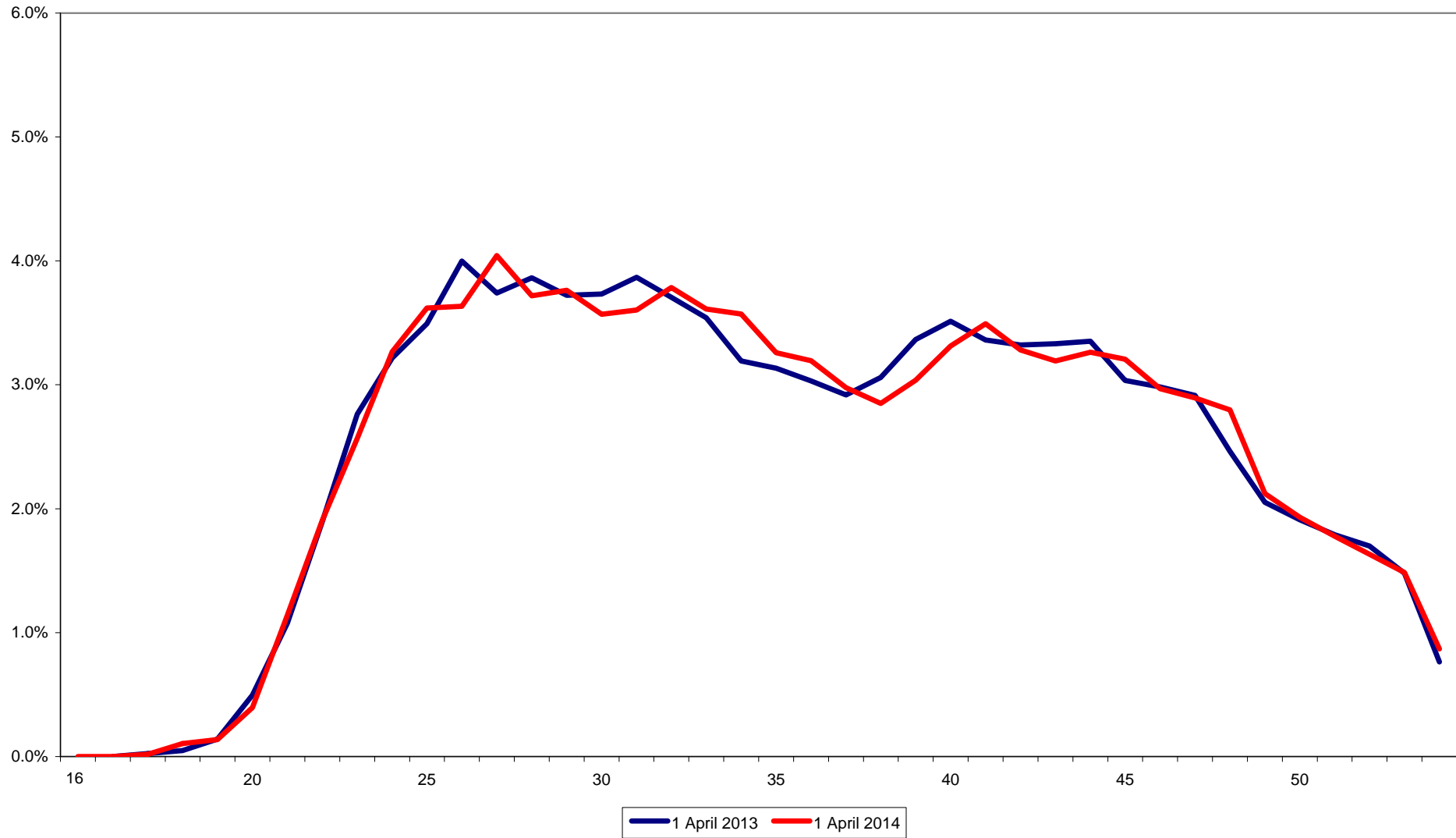
1. UK Regular Forces comprises trained and untrained personnel and excludes Gurkhas, Full Time Reserve Service personnel and mobilised reservists.
2. Percentages are calculated from unrounded data.

The April 2014 Military Diversity Dashboard report originally published on 29 May 2014 contained an error in the first column (figures relating to the 1 April 2012 situation date) of this table which originally presented an incorrect total UK Regulars number and breakdown by age. This has been amended in this updated copy of the report and figures affected marked ^r

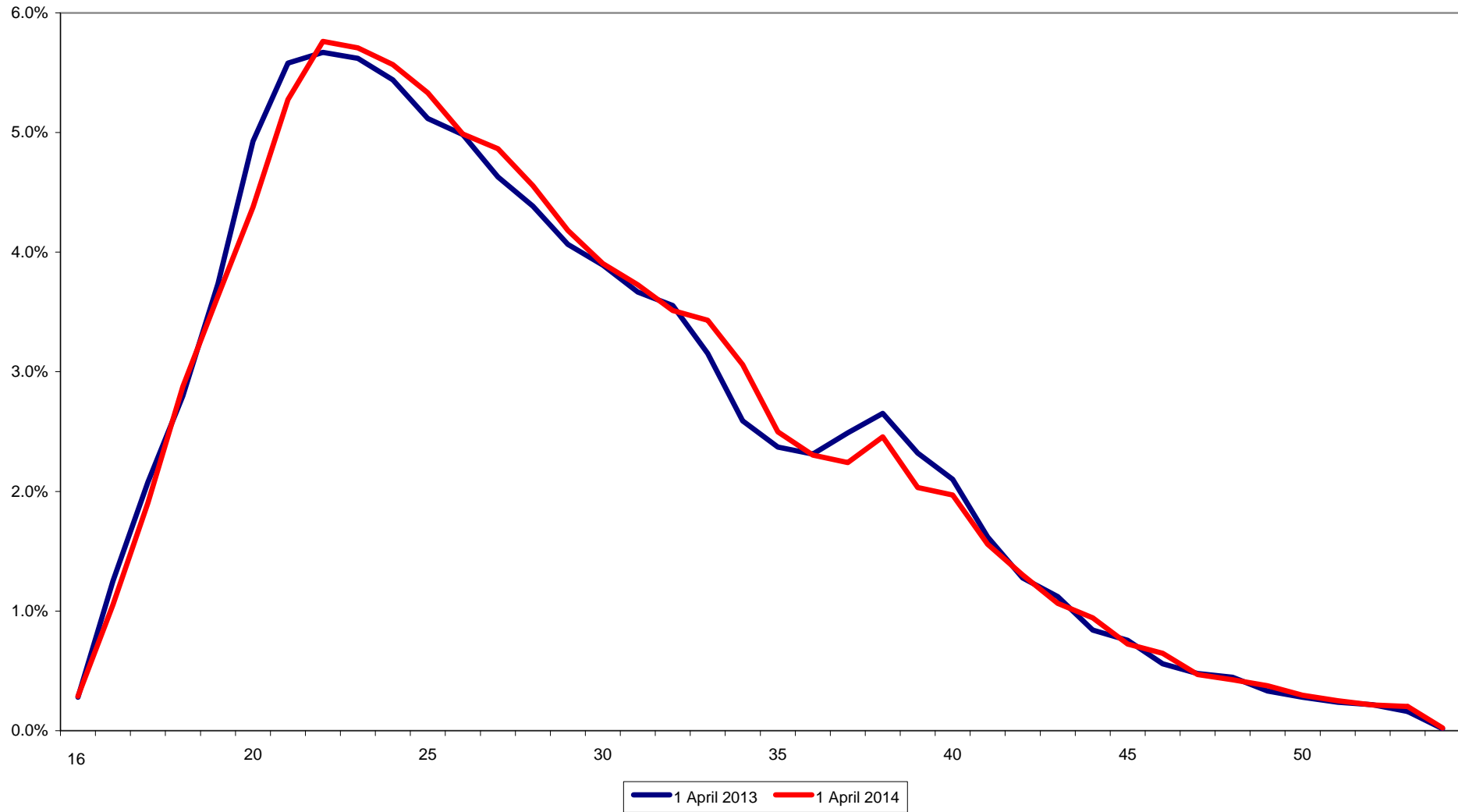
Graph 4.1 - Age Profile of UK Regular Forces, as at 1 April 2014 compared with age profile as at 1 April 2013



Graph 4.2 - Age Profile of UK Regular Officers, as at 1 April 2014 compared with age profile as at 1 April 2013



Graph 4.3 - Age Profile of UK Regular Other Ranks, as at 1 April 2014 compared with age profile as at 1 April 2013



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.

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

Intake to UK Regular Forces comprises new entrants, re-entrants, direct trained entrants (including professionally qualified Officers) and intake from the reserves. It excludes all movements within the Regular Forces; including flows from the untrained to trained strength, transfers between Services and flows from Ranks to Officer due to promotion.

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

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

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.

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