



Ministry of Defence

Statistical Release

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Civilian Personnel Biannual Diversity Dashboard

01 April 2014

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.

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Key Points and Trends from 1 April 2010 to 1 April 2014

- Between April 2010 and April 2014: the Female representation rate has fallen 1.0 percentage point; the Black, Minority Ethnic representation rate has increased by 0.7 percentage points; the Lesbian, Gay & Bisexual (LGB) representation rate has increased by 0.4 percentage points; a stable rate of 5.1 per cent in non-Christian representation is maintained; part-time representation rates have fallen 0.4 percentage points.
- The relative distributions by grade of majority and minority groups, within each protected characteristic, has narrowed since April 2010. Sexual Orientation, the most closely replicated of all the protected characteristics, by grade, shows very little difference in recent years between the distribution of LGB and Heterosexual personnel, except at Band D where the gap has widened by 2.0 percentage points.
- Grade bands D to SCS have shown a steady and consistent pattern of increases in the female representation rate across the time period, with a small drop for SCS at April 2014, while Industrial grades have shown a pattern of steady reductions in female representation.
- In 2010 the largest concentration of all Core MOD personnel was in the 40-49 bracket (32.6 per cent), but there has been a gradual decrease since April 2012, resulting in the 50-59 group now representing the majority (35.7 per cent) of personnel.
- All reportable ages ranges have shown a steady increase in BME representation across the period. The greatest BME representation has been the 30-39 age group in every year since April 2011, with representation tending to decline with age.
- The proportion of personnel in each Religion / Belief group that are aged 40 or over is 84.2 per cent for Christian personnel, 74.5 per cent for Non-Christian personnel and 59.6 per cent for Secular personnel. These proportions have increased for all groups, with the largest shift since 2010 a 7.1 percentage point increase for Secular personnel.

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General Public Enquiries: [MOD Statistics Homepage](#)

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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:

[MOD Statistics Homepage](#)

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 46.4 per cent by April 2014. 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.

All Protected Characteristics are analysed and reported on against the relevant Minority grouping, defining Minority on a numeric basis as the smaller or smallest of two or more groups forming a whole, rather than any broader cultural or sociological definition relating to characteristics of groups.

For reported Protected Characteristics, the following elements form the numeric minority :

Gender	-	Female
Disability Status	-	Disabled
Ethnicity	-	BME
Sexual Orientation	-	LGB
Religion & Faith	-	Non Christian
Work Status	-	Part-Time

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’.

Across the period covered by this report since April 2010 10,880 personnel have left under the Voluntary Early Release Scheme (VERS). While this report does not look at flows it should be noted that, 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

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:

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Visit our website at [MOD Statistics Homepage](#).

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

Headcount:

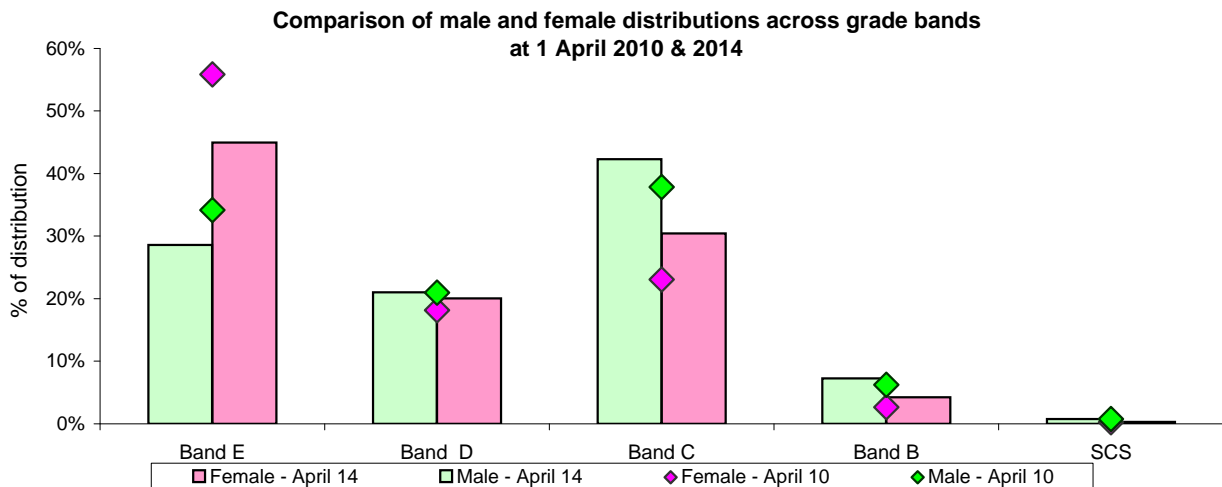
	Female Representation by Broader Banded Grade (Number and Rate)				
	Apr-10	Apr-11	Apr-12	Apr-13	Apr-14
Core MOD Total	25,390	24,280	20,230	18,370	18,100
	38.7	38.7	37.4	37.1	37.7
Non Industrial	23,110	22,130	18,850	17,190	16,960
	42.5	42.6	41.5	41.2	42.1
SCS	60	50	50	60	60
	18.8	19.2	21.9	23.9	23.4
Band B	620	630	590	620	720
	24.1	25.1	26.0	27.0	29.8
Band C	5,290	5,370	4,980	4,940	5,160
	31.0	31.3	31.9	33.0	34.3
Band D	4,160	4,050	3,570	3,400	3,400
	38.9	39.8	39.2	40.2	40.9
Band E	12,820	12,020	9,640	8,150	7,620
	54.6	54.9	53.1	51.9	53.4
Industrial	2,280	2,150	1,380	1,180	1,130
	20.3	19.9	15.8	15.2	14.8
Skill Zones 1-4	2,260	2,120	1,350	1,160	1,120
	22.4	21.9	17.6	17.0	16.8
Other Industrials	20	30	30	20	10
	2.0	2.4	2.5	2.2	1.4

Source: Defence Statistics (Civilian)

Overall female representation has fallen 1.0 percentage point between April 2010 and April 2014, with a fall in female personnel of 28.7 per cent (7,300 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, with a small drop for SCS at April 2014, while Industrial grades have shown a pattern of steady reductions in representation.

Within the most recent period April 2013 to April 2014 Grade Bands B and C continue to show increases in total female personnel at 16.5 per cent and 4.4 per cent respectively, with Band D female population remaining constant. Band E female personnel across the same period fell by 6.6 per cent. While total numbers of Industrial and Non-industrial female personnel fell, in the last year female representation for Non-industrial personnel rose by 0.8 percentage points, while Industrial representation continued to fall.

The April 2014 distribution of female personnel compared to male, for all grade bands except SCS, shows a closer alignment than in April 2010, with greater changes in the female grade distribution. While the female grade distribution remains skewed to Band E at 45.0 per cent of females (falling from 55.9 per cent), there is a shift towards Band C increasing from 23.0 per cent to 30.4 per cent and Band B increasing from 2.7 percent to 4.2 per cent of the female population.



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

Headcount:

	Female Representation by Age Range (Number and Rate)				
	Apr-10	Apr-11	Apr-12	Apr-13	Apr-14
Core MOD Total	25,390	24,280	20,230	18,370	18,100
	38.7	38.7	37.4	37.1	37.7
< 20	100	40	10	20	20
	36.2	24.5	13.7	25.3	27.2
20 - 29	2,940	2,490	1,870	1,560	1,570
	47.4	46.5	44.6	43.8	43.9
30 - 39	5,180	4,790	4,040	3,580	3,480
	49.6	50.0	48.7	48.0	47.8
40 - 49	8,860	8,420	7,310	6,540	6,160
	41.4	41.9	41.3	41.4	42.0
50 - 59	6,800	6,900	5,790	5,580	5,700
	33.2	33.6	32.1	32.4	33.4
> 59	1,520	1,640	1,210	1,090	1,150
	22.2	23.1	20.8	20.4	22.0

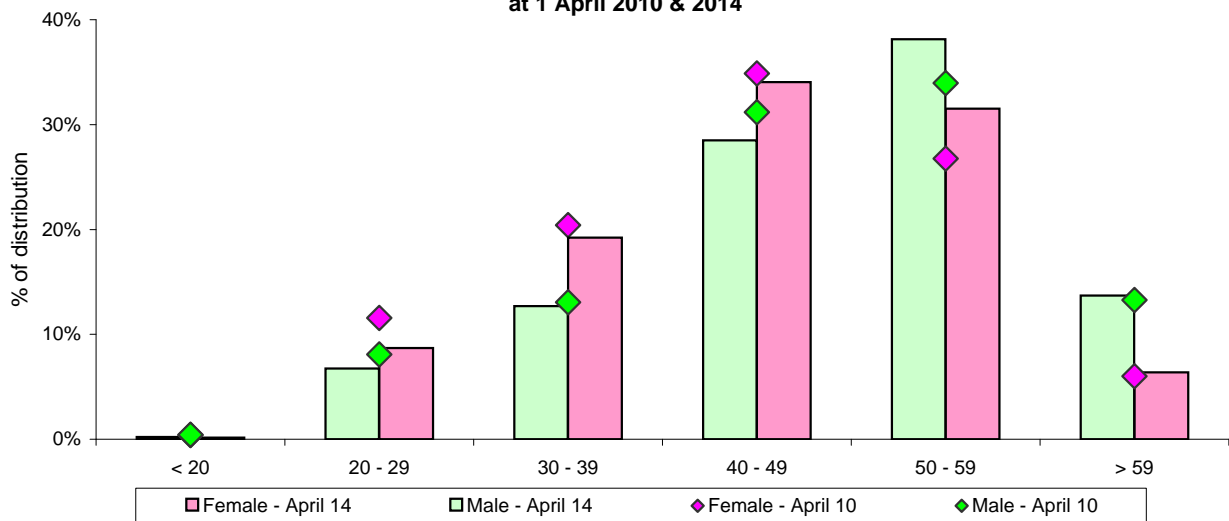
Source: Defence Statistics (Civilian)

Representation of female personnel aged less than 20 and 20 - 29 fell by 9.0 percentage points and 3.5 percentage points respectively between April 2010 and April 2014; a marked reduction (64.0 per cent) between April 2010 and April 2011 for female personnel aged less than 20. The representation of female personnel in age bands 40-49, 50-59 and over 59 has remained broadly the same across the last 5 years, with no more than a 2 percentage point variation in any year.

Although the total female personnel aged 50 and over fell between April 2011 and April 2013, numbers have increased slightly by April 2014. At April 2010 female personnel aged 50 and over accounted for 32.8 per cent of the female population, while at April 2014 they account for 37.9 per cent of the female population indicating a work force which is steadily becoming older overall. Only the age-groups above 50 have increased representation of women in the last year.

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 April 2014 aged 20- 29, 30-39 and 50-59 shows a closer alignment to the male distribution compared to April 2010. The distribution of female personnel aged 40 years and over shows a greater change in distribution between April 2010 and 2014 with a 4.3 per cent increase, compared to male personnel aged 40 years which shows a 1.9 per cent increase.

Comparison of male and female distributions across age ranges at 1 April 2010 & 2014



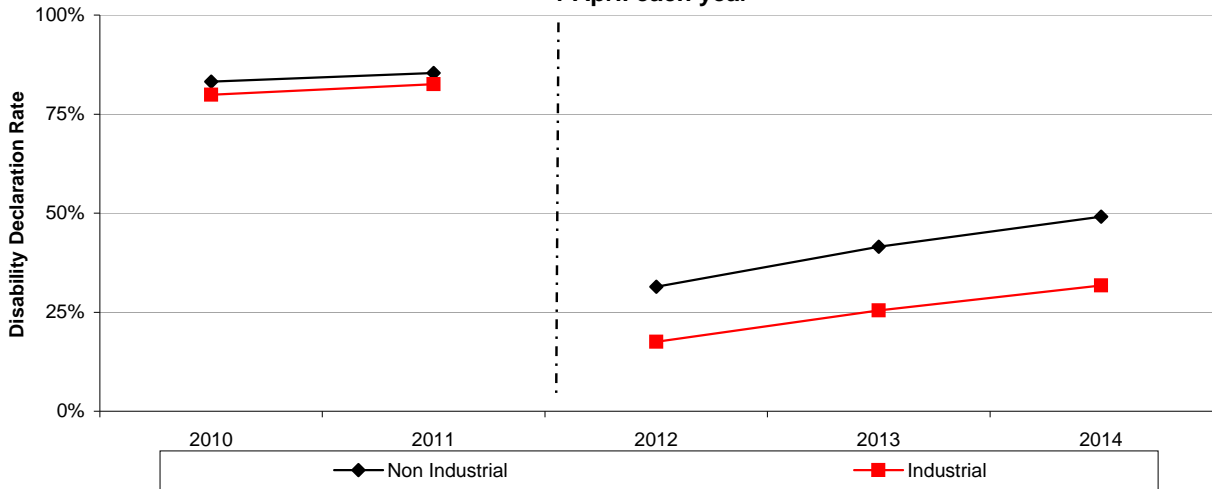
Section 2.1 - Disability declaration and representation of core MOD civilian personnel.

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

	Apr-10	Apr-11	Apr-12	Apr-13	Apr-14
Core MOD TLB	82.6%	84.9% II	29.2%	39.0%	46.4%
Non Industrial	83.2%	85.4% II	31.4%	41.5%	49.2%
Industrial	79.8%	82.6% II	17.6%	25.5%	31.7%

Source: Defence Statistics (Civilian)

**Disability Declaration Rates as a percentage of MOD TLB personnel
- 1 April 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 82.6 per cent at April 2010 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 29.2 per cent by April 2011, with only 17.6 per cent of Industrial personnel declaring their status compared to 31.4 per cent of non-industrial. The number of core MOD TLB personnel who have declared their disability status at 1 April 2014 is 46.4 per cent of the population, (with a 17.4 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 declared disabilities had increased in absolute terms from 1,030 to 2,350 by April 2014, although this can be largely explained by the substantial increase in the disability declaration rate across the period.

Headcount:

	Disability Status Numbers & Representation Rates				
	Apr-10	Apr-11	Apr-12	Apr-13	Apr-14
Core MOD Total	65,680	62,810 II	54,140	49,470	47,970
	7.0	7.7 II	..	..	..
Non Industrial	54,430	52,010 II	45,400	41,700	40,320
	7.2	7.9 II	..	..	..
Disability	3,260	3,520 II	1,710	1,950	2,130
No Disability	42,040	40,880 II	12,540	15,370	17,690
Undeclared	9,130	7,620 II	31,150	24,380	20,500
Industrial	11,250	10,790 II	8,740	7,770	7,660
	6.2	6.8 II	..	..	..
Disability	560	610 II	150	200	230
No Disability	8,430	8,300 II	1,380	1,780	2,200
Undeclared	2,270	1,880 II	7,200	5,790	5,230

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)				
	Apr-10	Apr-11	Apr-12	Apr-13	Apr-14
Core MOD Total	1,830	1,820	1,760	1,650	1,620
	3.2	3.3	3.7	3.8	3.9
Non Industrial	1,640	1,630	1,580	1,490	1,470
	3.4	3.5	3.9	4.0	4.2
SCS	10	10	10	~	~
	2.7	2.8	2.7	~	~
Band B	60	70	60	70	80
	2.9	3.2	3.2	3.9	3.8
Band C	440	460	490	480	500
	3.0	3.2	3.6	3.7	3.9
Band D	280	280	260	260	270
	3.0	3.0	3.2	3.4	3.8
Band E	840	820	760	680	620
	3.9	4.1	4.5	4.7	4.8
Industrial	190	190	180	160	160
	2.0	2.1	2.4	2.4	2.5
Skill Zones 1-4	170	170	160	140	140
	2.0	2.1	2.4	2.5	2.5
Other Industrials	20	20	20	20	20
	2.1	2.3	2.7	2.3	2.2

Source: Defence Statistics (Civilian)

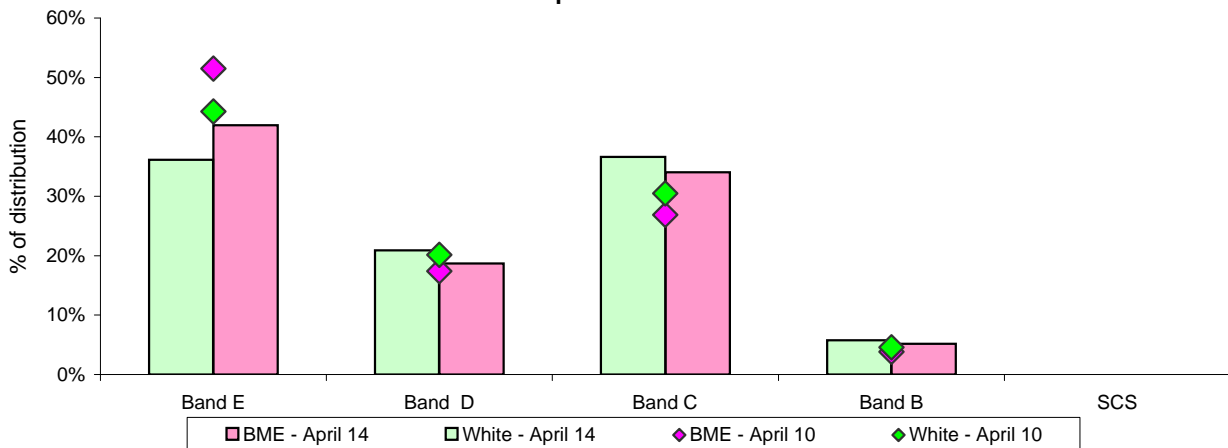
Overall BME representation has increased by 0.7 percentage points between April 2010 and April 2014, although the number of BME personnel has fallen by 11.2 per cent (200 personnel) across the same period indicating that the fall in the number of White personnel has been proportionately larger. All Grade Bands apart from Other Industrials have shown a consistent and steady increase across the period, with Band E continuing to have the greatest representation.

Band B BME representation has increased across the period, by 1.1 percentage points, whilst numbers increased by 22.6 per cent. BME numbers within the Band C population increased through to April 2014 by an overall increase of 13.9 per cent (60 personnel). Across the same period Band E BME personnel numbers fell by 26.7 per cent (220 personnel) with an overall Non Industrial decrease of 10.5 per cent (170 personnel). Band D BME personnel numbers only fell by 3.5 per cent (10 personnel).

Skill Zones BME total has fallen by 17.2 per cent (30 personnel). However the representation of BME has increased 0.5 percentage points, showing that higher proportions of White personnel left under VERS. Overall the Industrial total reduced by 17.0 per cent (30 personnel) since April 2010.

The Distribution chart below shows the shift in grade distribution between April 2010 and April 2014 with the BME shift from Band E to Band C resulting in greater alignment between White and BME at both these grades, particularly Band E where the gap has reduced by 1.4 percentage points. There is now a closer alignment between the distributions at all grades than in April 2010.

Comparison of White & BME distributions across grade bands at 1 April 2010 & 2014



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

Headcount:

	BME Representation by Age Range (Number and Rate)				
	Apr-10	Apr-11	Apr-12	Apr-13	Apr-14
Core MOD Total	1,830	1,820	1,760	1,650	1,620
	3.2	3.3	3.7	3.8	3.9
< 20	~	~	~	~	~
20 - 29	240 4.3	200 4.1	170 4.5	150 4.7	140 5.0
30 - 39	360 4.0	350 4.2	340 4.7	330 5.0	340 5.5
40 - 49	660 3.5	650 3.7	630 4.0	560 4.0	500 4.0
50 - 59	440 2.5	480 2.7	490 3.0	500 3.3	510 3.4
> 59	120 2.0	140 2.2	120 2.4	120 2.6	130 2.8

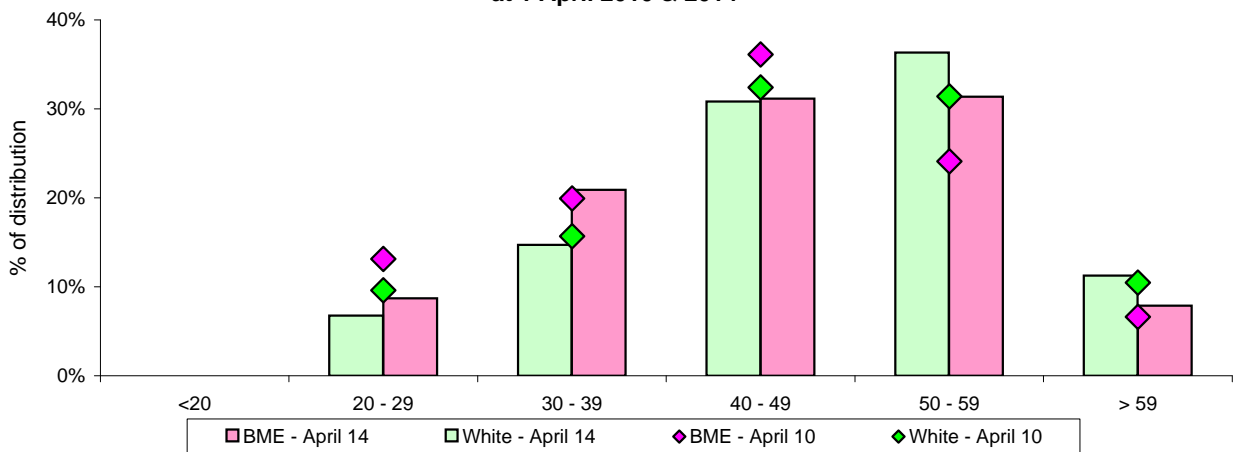
Source: Defence Statistics (Civilian)

All reportable ages ranges have shown a steady increase in BME representation across the period, though there have been fluctuations within the number of BME personnel at certain age groups, 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 April 2010 BME personnel aged 50 and over accounted for 30.7 per cent of the BME population, while at April 2014 they account for 39.3 per cent of the BME population, which is indicative of a work force steadily becoming older. However, the greatest BME representation has been the 30-39 age group in every year since April 2011 (20-29 in 2010), with BME representation tending to decline with age.

The distribution chart below shows the change in the BME age profile between April 2010 and April 2014 with the 50 - 59 years age population increasing from 24.1 per cent to 31.4 per cent with offsetting changes in the age ranges 20-29 and 40-49. The alignment between grade distributions of White and BME in most age-groups has narrowed, particularly at 40-49 with a 3.4 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.

Comparison of White & BME distributions across age ranges at 1 April 2010 & 2014



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

Headcount:

	LGB Representation by Broader Banded Grade (Number and Rate)				
	Apr-10	Apr-11	Apr-12	Apr-13	Apr-14
Core MOD Total	520	550	600	550	540
	1.3	1.4	1.7	1.7	1.7
Non Industrial	460	470	530	480	470
	1.3	1.4	1.7	1.7	1.7
SCS	10	10	10	~	~
	3.7	3.3	3.6	~	~
Band B	20	20	20	20	30
	1.3	1.3	1.6	1.6	1.8
Band C	120	140	180	170	160
	1.1	1.3	1.7	1.7	1.6
Band D	90	100	100	100	110
	1.2	1.4	1.6	1.7	1.9
Band E	220	210	210	180	170
	1.5	1.4	1.7	1.7	1.7
Industrial	70	80	70	70	60

Skill Zones 1-4	60	60	60	60	60
	..	..	1.2	1.4	1.4
Other Industrials	10	10	10	10	10

Source: Defence Statistics (Civilian)

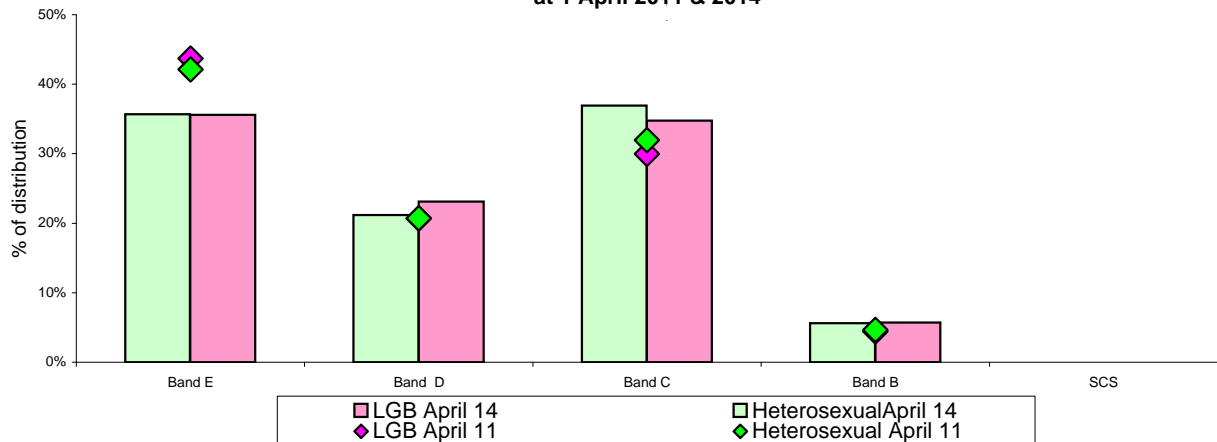
Overall the Lesbian, Gay & Bisexual (LGB) representation rate has increased by 0.4 percentage points between April 2010 and April 2014. The number of personnel declared as LGB at April 2014 has increased by 2.3 per cent (10 personnel) compared to April 2010. The increased numbers of LGB personnel at April 2011 and 2012 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 23.3 per cent (50 personnel) across the April 2010 to April 2014 period, all the other Grade Band 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 increased by 0.3 percentage points from 2010 to 2012 and has been maintained since. Grade band D shows the greatest change over time from 1.2 to 1.9 per cent, now the largest representation of LGB personnel.

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 April 2014 is more closely aligned than it was in April 2010, with the Band E gap reducing by 1.6 percentage points. However, the Band D gap has widened by 2.0 percentage points following a 0.7 percentage point increase in the representation of LGB personnel at this grade.

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 April 2011 & 2014



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

Headcount:

	LGB Representation by Age Range (Number and Rate)				
	Apr-10	Apr-11	Apr-12	Apr-13	Apr-14
Core MOD Total	520	550	600	550	540
	1.3	1.4	1.7	1.7	1.7
< 20	~	~			~
	~	~			~
20 - 29	90	80	80	70	70
	2.0	1.9	2.4	2.7	2.7
30 - 39	110	120	110	110	110
	1.7	1.9	2.0	2.1	2.3
40 - 49	170	200	230	200	190
	1.3	1.5	2.0	1.9	1.9
50 - 59	120	120	140	130	130
	..	0.9	1.2	1.2	1.2
> 59	30	40	30	40	40
	..	..	0.9	1.1	1.0

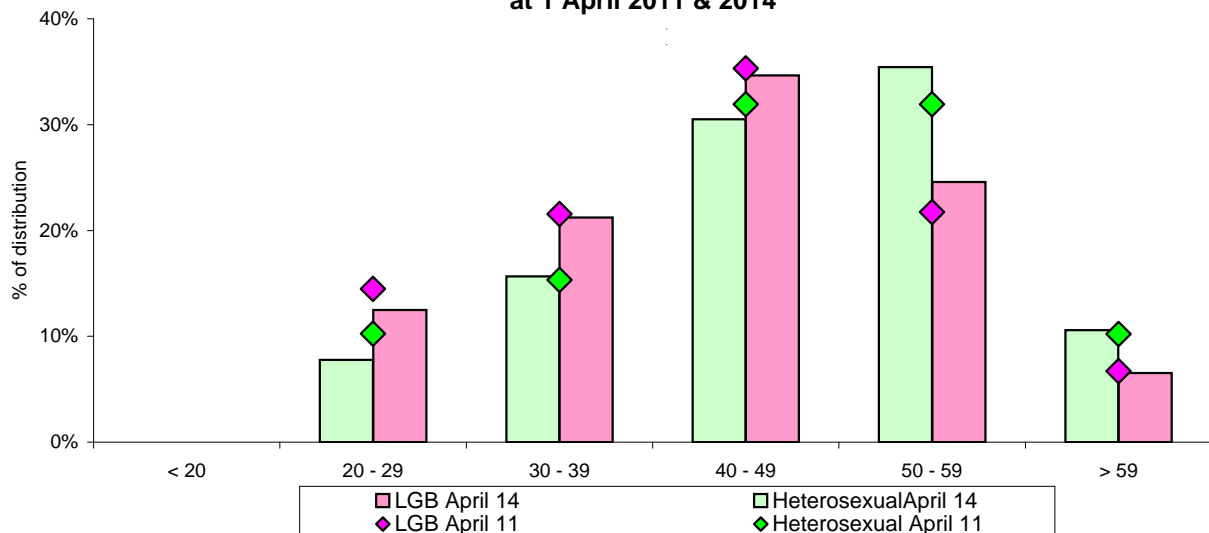
Source: Defence Statistics (Civilian)

Lesbian, Gay and Bisexual (LGB) representation has increased gradually since April 2011 for all grade bands despite falling numbers of personnel, suggesting a greater proportional outflow of Heterosexual personnel. However, for age groups 40-49 and over 59 which has been broadly consistent year on year from April 2012 onwards.

At April 2011 personnel aged 50 and over accounted for 28.4 per cent of the LGB population, while at April 2014 they account for 31.1 per cent of the LGB population, a 2.7 percentage point change. The change for Heterosexual personnel in this age bracket shows a 3.1 percentage point change from 42.2 per cent to 46.0 per cent.

The change in distribution of LGB and Heterosexual personnel aged 20-29 years between 2011 and 2014 has resulted in a wider gap, with LGB personnel now having a 4.7 percentage points higher proportion of their distribution at this age-group than Heterosexual personnel. The largest change in the LGB distribution has occurred in the 40-49 group where this age-group now represent 4.1 percentage points more than in 2010 (34.6 per cent). The gap between LGB and Heterosexual distributions has also widened in the 50-59 and over 59 age-groups, but with the concentration of Heterosexual personnel aged 50-59 now being 10.8 percentage points higher than LGB. The only age-group where the distributions have narrowed is for 30-39 where the difference is only 5.6 percentage points.

Comparison of Heterosexual & LGB distributions across age ranges at 1 April 2011 & 2014



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)				
	Apr-10	Apr-11	Apr-12	Apr-13	Apr-14
Core MOD Total	41,000	41,240	36,590	33,270	31,770
Christian	29,510 72.0	29,580 71.7	25,920 70.8	23,350 70.2	22,050 69.4
Non Christian	2,090 5.1	2,080 5.1	1,860 5.1	1,710 5.1	1,620 5.1
Secular	9,400 22.9	9,580 23.2	8,810 24.1	8,210 24.7	8,110 25.5
Non Industrial	35,180	35,110	31,380	28,660	27,310
Christian	25,280 71.9	25,160 71.7	22,200 70.8	20,070 70.0	18,880 69.1
Non Christian	1,780 5.1	1,770 5.0	1,600 5.1	1,460 5.1	1,380 5.1
Secular	8,120 23.1	8,180 23.3	7,570 24.1	7,130 24.9	7,040 25.8
Industrial	5,820	6,140	5,210	4,600	4,460
Christian	4,230 ..	4,420 ..	3,720 ..	3,280 ..	3,160 ..
Non Christian	310 ..	310 ..	260 ..	240 ..	230 ..
Secular	1,280 ..	1,410 ..	1,230 ..	1,080 ..	1,070 ..

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 (2.6 percentage points), coupled by equivalent increases in Secular representation (2.6 percentage points) and a stable rate of 5.1 per cent 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.

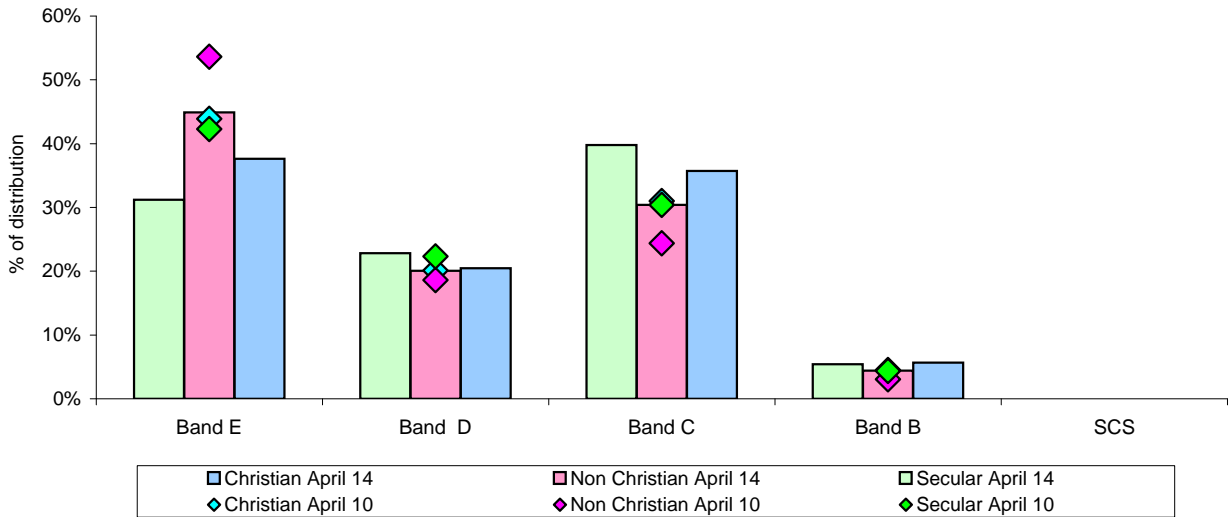
Section 5.1 - Religion/Belief representation of core MOD civilian personnel by grade.

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 2010 to 2014. At Band C the difference has **reduced** from 6.6 to 5.3 percentage points and at Band E the reduction is 9.7 to 7.3 percentage points. Band E is the only grade to have a greater concentration of non-Christian than Christian personnel at 44.9 per cent compared to 37.6.

The difference between Christian and Secular distributions is most apparent at Band E, with a 6.5 percentage point gap (Christian higher at 37.6 per cent), widening from 1.6 percentage points in 2010. The gap has **widened** in every grade band with Band C switching from 0.6 percentage points higher for Christian personnel to 4.1 percentage points higher for Secular personnel.

The grades exhibiting the largest disparities between non-Christian and Secular distributions in 2010 have all experienced a widening of these gaps, with Band C personnel now having an even greater concentration of Secular personnel, with a gap of 9.4 percentage points. Band E displays the opposite effect with a 13.7 percentage point gap, non-Christian distribution being heavily skewed to Band E.

Comparison of Religion/Belief group distributions across grade bands at 1 April 2010 & 2014



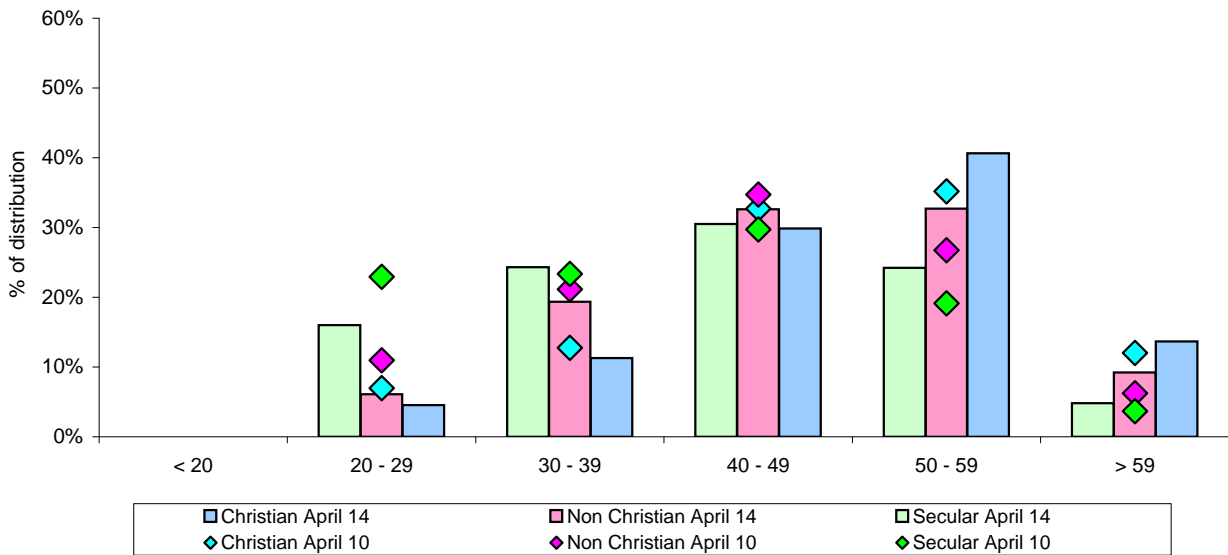
Section 5.2 - Religion/Belief representation of core MOD civilian personnel by age range.

Christian distribution is highly skewed towards the older age range with age-group 40-59 comprising 67.9 per cent of the distribution in April 2010 and 70.5 per cent in April 2014. The peak at 50-59 has become less marked in 2014, increasing from 35.2 per cent of the Christian distribution in 2010 to 40.7 per cent by 2014. The distribution of Non-Christian personnel is also skewed to older age-groups, but the peak is at 40-49 (32.6 per cent at 2013). The distribution of Secular personnel is much more even, the plateau shifting from 20-49 in 2010, now showing a peak at 40-49 in 2014.

The proportion of personnel in each group that are aged 40 or over is 84.2 per cent for Christian personnel, 74.5 per cent for Non-Christian personnel and 59.6 per cent for Secular personnel. These proportions have increased for all groups, with the largest shift since 2010 being seen in Secular personnel, a 7.1 percentage point increase.

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 (54.3 per cent of Christian personnel at 2014) whilst Secular personnel are poorly represented at the upper ages (29.0 per cent at 2014). The opposite is true of the younger age groups, with 40.3 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 April 2010 & 2014



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)				
	Apr-10	Apr-11	Apr-12	Apr-13	Apr-14
Core MOD Total	6,740	6,550	5,430	4,770	4,750
	10.3	10.4	10.0	9.6	9.9
Non Industrial	6,110	5,980	5,050	4,440	4,420
	11.0	11.2	10.9	10.4	10.7
SCS	10	10	10	10	20
	4.7	5.1	5.8	4.5	7.1
Band B	250	250	240	240	260
	9.8	10.0	10.3	10.7	10.9
Band C	1,860	1,910	1,770	1,670	1,710
	10.9	11.1	11.4	11.1	11.4
Band D	890	840	730	680	660
	8.3	8.2	8.0	8.0	8.0
Band E	3,020	2,970	2,290	1,830	1,760
	12.9	13.6	12.6	11.7	12.3
Industrial	630	580	380	320	330
	5.6	5.3	4.4	4.2	4.3
Skill Zones 1-4	630	580	380	320	330
	6.2	6.0	5.0	4.7	4.9
Other Industrials	-	-	-	-	-
	-	-	-	-	-

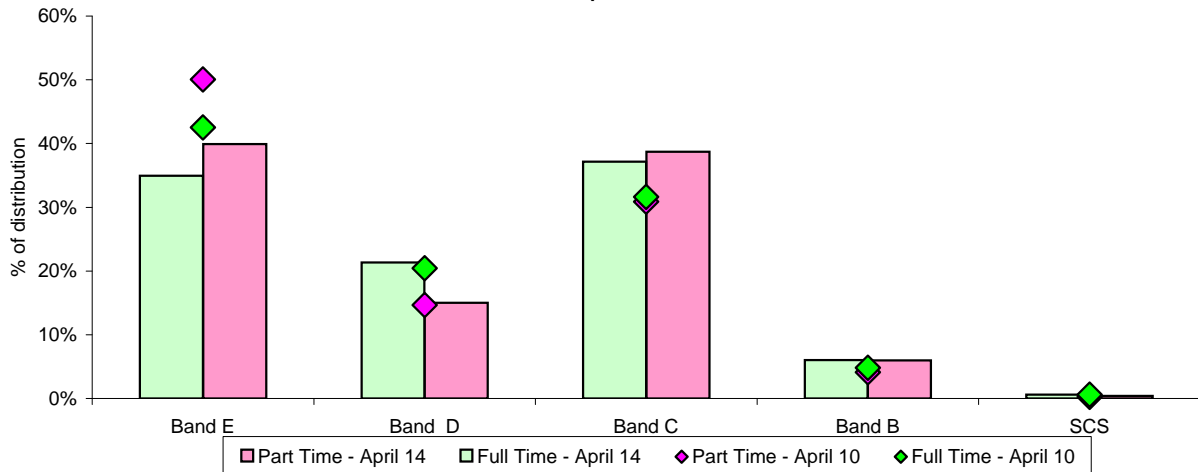
Source: Defence Statistics (Civilian)

Overall part-time representation has fallen 0.4 percentage points between April 2010 and April 2014, with a fall in the number of part-time personnel of 29.5 per cent (1,990 personnel) across the period, with Industrial Part-time personnel falling by 47.9 per cent (300 personnel). While Grade Band B has increased in Part-time representation, representation for Band C and Band D have remained broadly constant with Band D numbers reducing by 25.3 per cent (220 personnel) and Band C personnel numbers by 8.4 per cent (160 personnel). Part-time Band E numbers fluctuated and are now down by 0.6 percentage points since April 2010, 1.3 percentage points lower than at their peak in April 2011.

Within the most recent period April 2013 to April 2014 numbers of part-time personnel for the SCS, Band B and Band C have **increased** by 54.5 per cent, 7.3 per cent and 2.4 per cent respectively, with corresponding increases in representation. While part-time personnel for Grade Bands D and E have **fallen** by 2.5 per cent and 3.9 per cent respectively, with Band E representation increasing by 0.6 percentage points, possibly as a result of a greater decrease in full-time personnel from VERS exits.

The distribution of Part-time personnel at April 2014 for Band E shows a closer alignment between Full-time and Part-time compared to April 2010. While Band E personnel still dominate the part-time grade distribution at 39.9 per cent, this is now closely matched by Band C at 38.7 per cent, which has a slightly higher percentage of part-time to full-time personnel than in 2010.

Comparison of Full Time and Part Time distributions across grade bands at 1 April 2010 & 2014



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)				
	Apr-10	Apr-11	Apr-12	Apr-13	Apr-14
Core MOD Total	6,740	6,550	5,430	4,770	4,750
	<i>10.3</i>	<i>10.4</i>	<i>10.0</i>	<i>9.6</i>	<i>9.9</i>
< 20	10	10	~	10	10
	5.1	4.8	~	7.6	7.6
20 - 29	420	350	310	270	240
	6.7	6.6	7.4	7.5	6.8
30 - 39	1,600	1,460	1,180	1,030	1,020
	15.3	15.2	14.2	13.8	14.0
40 - 49	2,370	2,260	1,960	1,680	1,600
	11.1	11.2	11.1	10.6	10.9
50 - 59	1,480	1,450	1,210	1,100	1,120
	7.2	7.1	6.7	6.4	6.6
> 59	860	1,030	780	690	760
	12.5	14.4	13.3	12.8	14.5

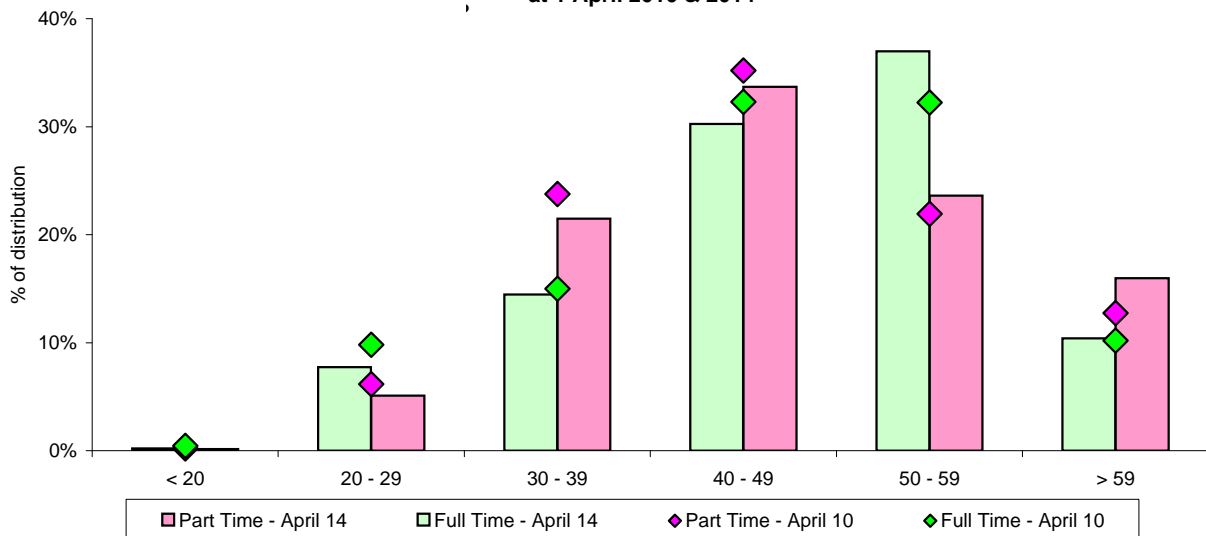
Source: Defence Statistics (Civilian)

Representation of part-time personnel at April 2014 aged less than 20, 20 - 29 years and greater than 59 years show increases compared to April 2010, though the representation rate has fallen from a peak at April 2013 for 20 - 29. April 2014 rates for all other age-groups have fallen compared against April 2010. For personnel aged 30-39, the part-time rate is down 1.3 percentage points. The decrease in the representation rate of all personnel aged 30-39 is only 0.7 percentage points.

Between April 2013 and April 2014 the number of part-time personnel fell for all age ranges apart from 50 - 59 and greater than 59, though part-time rates increased for those aged 30-49, indicating that a higher proportion of full-time personnel leaving within this period.

The distribution chart below shows the change in the full-time and part-time personnel age profiles between April 2010 and April 2014 with the 50-59 full-time age group increasing from 32.2 per cent to 37.0 per cent, while the mix of part-time personnel at 30-39 fell from 23.8 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 2010 at 2.5 percentage points to be 5.6 percentage points at 2014.

Comparison of Full Time and Part Time distributions across age ranges at 1 April 2010 & 2014



Section 7.1 - Age Range of core MOD civilian personnel.

Headcount:

	Age Range (Number and Proportion)				
	Apr-10	Apr-11	Apr-12	Apr-13	Apr-14
Core MOD Total	65,680	62,810	54,140	49,470	47,970
< 20	280 0.4	150 0.2	70 0.1	80 0.2	90 0.2
20 - 29	6,200 9.4	5,350 8.5	4,200 7.8	3,570 7.2	3,580 7.5
30 - 39	10,440 15.9	9,570 15.2	8,300 15.3	7,470 15.1	7,270 15.2
40 - 49	21,420 32.6	20,110 32.0	17,670 32.6	15,810 32.0	14,670 30.6
50 - 59	20,480 31.2	20,510 32.7	18,060 33.4	17,190 34.8	17,100 35.7
> 59	6,870 10.5	7,120 11.3	5,840 10.8	5,350 10.8	5,250 10.9

Source: Defence Statistics (Civilian)

The representation of under 20s has been maintained since April 2011 despite an initial decrease from 2010, the age-group 20-29 decreased continuously from 9.4 in 2010 to 2013, but has increased to a representative rate of 7.5 per cent of personnel at 2014. There has been little change in the 30-39 and over 59 age groups. In 2010 the largest concentration of personnel was in the 40-49 bracket (32.6 per cent), but there has been a gradual decrease since April 2012, resulting in this age-group now being 5.1 percentage points lower than the 50-59 group, which now represents 35.7 per cent of all personnel, continually increasing from 31.2 per cent in 2010.

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. Even under 20's recruitment rates since April 2012, at over 50 per cent of end of period strength, did not outweigh the large numbers of exits from the lower age-groups during this time. 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 April 2014 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)