



Ministry of Defence

Biannual Diversity Dashboard UK Regular Forces Service Personnel 1 October 2014

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This statistical release presents figures on diversity declaration and representation of protected characteristics of the military personnel employed by the Ministry Of Defence (MOD). This publication meets the Department's obligations under the Public Sector Equality Duty to provide information on its workforce identified by the Equality Act 2010.

This publication provides information for the **UK Regular Forces** personnel population which comprises all trained and untrained Full-time personnel excluding Gurkhas, Full Time Reserve Service personnel and mobilised reservists. Percentages in this report are based on personnel with **known** ethnic origins and religions and are calculated from unrounded figures.

Since 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.

Key Points and Trends between 1 October 2012 and October 2014 for UK Regular Forces;

Gender

- The overall female representation of the UK Regular Forces at 1 October 2014 was **10.0 per cent**; this is a slight increase compared with **9.8 per cent** at 1 October 2013 and **9.7 per cent** at 1 October 2012.
- Between 1 October 2012 and 1 October 2014, female representation in the Army has continued a gradually increasing trend whilst the Royal Navy and Royal Marines (RN/RM) and the Royal Air Force (RAF) have remained relatively stable.

Ethnicity

- Black, Asian Minority and Ethnic (BAME) personnel comprised **7.1 per cent** of the UK Regular Forces, remaining relatively constant since 1 October 2012. This representation differs for officers (**2.3 per cent**) and other ranks (**8.1 per cent**).
- At 1 October 2014 the proportion of BAME personnel in the RN/RM was **3.5 per cent**, the Army was **10.2 per cent** and the RAF was **2.1 per cent**. Between 1 October 2012 and 1 October 2014, the proportion of BAME personnel in RN/RM has **remained static**, while the Army and RAF have both **increased slightly** by 0.1 percentage point.

Religion

- At 1 October 2014, **78.9 per cent** of personnel declared Christian as their religion. This has **decreased** from **82.7 per cent** at 1 October 2012.
- The percentage of personnel declaring a Non-Christian religion was **1.9 per cent** at 1 October 2014; a **slight increase** from **1.8 per cent** at 1 October 2012.
- The percentage of personnel declaring no religion was **19.2 per cent** at 1 October 2014; an **increase** from **15.5 per cent** at 1 October 2012.

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Introduction

Since 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 the **strength** and percentages of **UK Regular Forces** at 1 October 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>

Definitions and Notes

UK Regular Forces

All figures in this report are for **UK Regular Forces** (which includes both Trained and Untrained Full-time personnel, unless otherwise noted), and therefore exclude Gurkhas, Full Time Reserve Service personnel and mobilised reservists.

The figures relate to **strengths** which is defined as the number of personnel at a given point in time; Defence Statistics (Tri Service) publications present data at the 1st of each month.

Ethnicity, Religion and Nationality Data

Ethnic origin, 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 origin (Table 2) and **known** Religion (Table 3a-3c). In Tables 2 and 3a-3c, only personnel with **known** Nationality have been included in the percentage calculations. All percentages are calculated from unrounded data.

Age

All ages quoted in this publication are based on 'age at last Birthday'. Ages are derived by the formula 'situation date minus date of birth'.

Average ages have been rounded down to the nearest whole year (for example if the average age were 31.8 it would be rounded to 31 years old) essentially presenting age at last birthday. All averages are calculated using the mean average.

Data Sources, Data Quality and Methods

UK Armed Forces personnel data is sourced from Service personnel records 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 “..”

Please see our Background Quality Report on GOV.UK for more detail on the data sources, data quality and processes carried out to produce these statistics:

<https://www.gov.uk/government/collections/defence-statistics-background-quality-reports-index>

Symbols and Conventions

*	not applicable
..	not available
-	zero
~	5 or fewer

Italic figures are used for percentages and other rates, except where otherwise indicated, and all percentages in this publication are calculated from unrounded data.

Rounding

Figures in this publication have been rounded to the nearest 10, though numbers ending in a “5” have been rounded to the nearest multiple of 20 to prevent the systematic bias caused by always rounding numbers upwards.

For example; a value of ‘25’ would be rounded **down** to ‘20’ and a value of ‘15’ would be rounded **up** to ‘20’.

Additionally, totals and sub-totals are rounded separately and so may not equal the sums of their rounded parts.

Percentages are calculated from unrounded data and presented to one decimal place.

Revisions

Figures regarding the proportion of UK and Non-UK personnel in this publication previously included personnel with an unknown nationality in the Non-UK proportion. Personnel without a declared nationality have now been removed from the calculation of the proportion and revised in line with how proportions are calculated with other self-declared information and in other Defence Statistics reports. Figures affected are marked revised as ^r

An issue related to the symbols used to represent numbers smaller than five has been corrected in this publication and the definition in the symbols and conventions section corrected. There were inconsistencies across tables over the use of ‘~’ for ‘5 or fewer’ and ‘-’ for ‘zero or rounded to zero’ as some tables did not use the ‘~’ symbol to identify categories with 5 or fewer personnel. There is **no change** to underlying data but the affected figures are marked revised as ^r

Black, Asian and Minority Ethnic (BAME) is now the widely used terminology, as a collective descriptor for non-white citizens, across Whitehall, other public sector bodies and the third sector, as well as among Civil Service race staff networks and their cross-Whitehall umbrella body, the Civil Service Race Forum. BAME has replaced **Black and Minority Ethnic (BME)** used in previous publications, though there has been **no change** to the underlying population included.

Secular was previously used in this publication to describe personnel who had self identified as having no religion or any other beliefs. This category has been renamed **No Religion**. As in previous publications, this field encompasses personnel declaring themselves as Agnostic, Atheist, Humanist and Secularist. This does not include those with an unrecorded religion. There has been **no change** to the underlying population included.

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

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<https://www.gov.uk/government/organisations/ministry-of-defence>

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

At 1 October 2014, the overall female representation in the UK Regular Forces was **10.0 per cent**, this has **increased** by 0.2 percentage points compared with 1 October 2013 (9.8 per cent) and **increased** by 0.3 percentage points compared with 1 October 2012 (9.7 per cent). Overall, there is a greater representation of females in the Officers (**12.7 per cent**) than the Other Ranks (**9.5 per cent**).

In the 12 months to the 30 September 2014, the proportion of female entrants to UK Regular Forces was **10.1 per cent**. This proportion is slightly higher than the proportion on strength (10.0 per cent) and also an **increase** of 1.1 percentage points compared to intake in the previous 12 month period, ending the 30 September 2013 (9.0 per cent).

Representation of females differs by Service with the Royal Air Force (RAF) having the largest percentage of females in total (**13.9 per cent**). The Royal Marines, which forms part of the RN/RM has the smallest proportion of females (**1.5 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 Equality Act 2010 for reasons of combat effectiveness and there are restrictions on females serving in close-combat roles. The principal roles closed to women are: the Royal Marines General Service, the Household Cavalry and Royal Armoured Corps, the Infantry and Royal Air Force Regiment. Figures compiled in 2014 show that 78% of posts in the RN/RM, 71% of posts in the Army and 94% of posts in the RAF are open to women. 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.

Compared with 1 October 2013, the proportion of females at 1 October 2014 in the RN/RM has **increased** by 0.2 percentage points, for the Army **increased** by 0.3 percentage points and for RAF **increased slightly** by 0.1 percentage points.

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 Forces personnel by Service

	Female Representation as at 1 October 2012		Female Representation as at 1 October 2013		Female Representation as at 1 October 2014	
	Number	%	Number	%	Number	%
All Services	17 060	9.7	16 310	9.8	15 740	10.0
Officers	3 760	12.5	3 610	12.6	3 520	12.7
Other ranks	13 300	9.1	12 700	9.2	12 220	9.5
RN/RM	3 160	9.1	3 010	9.0	3 030	9.2
Officers	690	9.8	690	10.0	690	10.1
Other Ranks	2 460	8.9	2 320	8.7	2 350	9.0
Royal Navy	3 050	11.4	2 910	11.3	2 920	11.6
Officers	690	11.1	690	11.4	690	11.5
Other Ranks	2 360	11.4	2 220	11.3	2 230	11.6
Royal Marines	100	1.3	110	1.4	120	1.5
Officers	-	-	-	-	-	-
Other Ranks	100	1.5	110	1.6	120	1.7
Army	8 560	8.3	8 340	8.6	7 910	8.9
Officers	1 660	11.6	1 620	11.8	1 560	11.9
Other Ranks	6 900	7.8	6 720	8.1	6 350	8.3
Royal Air Force	5 350	13.9	4 950	13.8	4 800	13.9
Officers	1 400	16.4	1 300	16.3	1 270	16.5
Other Ranks	3 940	13.2	3 650	13.1	3 520	13.1

Source: Defence Statistics (Tri-Service)

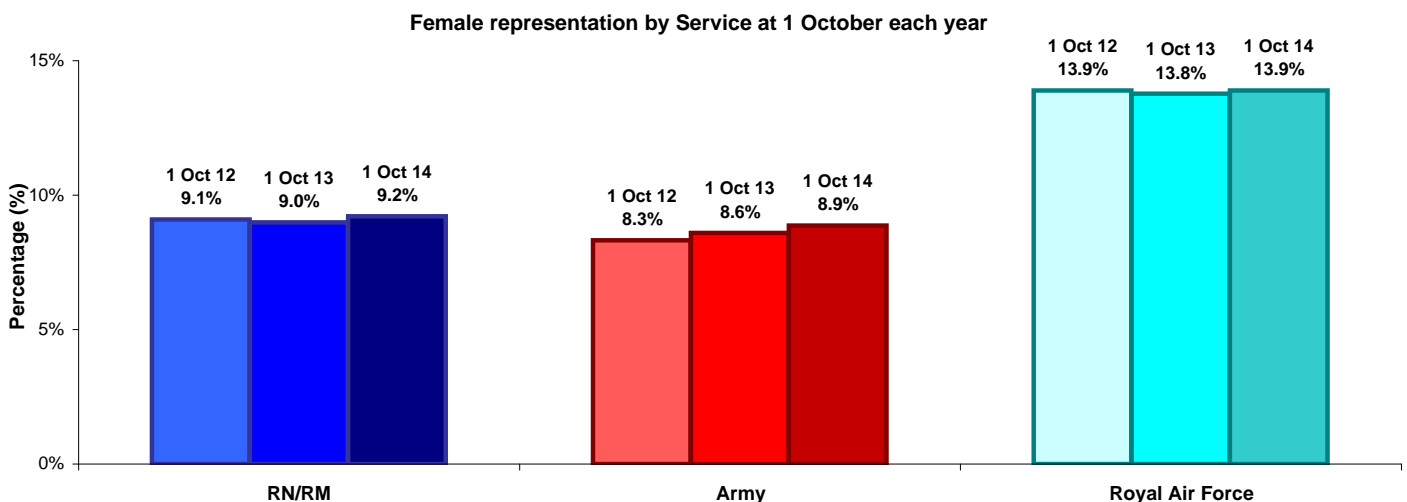


Table 2 - Ethnic origin and nationality representation of UK Regular Forces by Service

Table 2 shows the representation of Black Asian and Minority Ethnic (BAME) 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 2014, Black, Asian and Minority Ethnic (BAME) personnel comprise **7.1 per cent** of the UK Regular Forces. The proportion of BAME personnel is greater in the Other Ranks (**8.1 per cent**) than in the Officers (**2.3 per cent**) however the proportion has recently slightly decreased for both groups; each **decreased** by 0.1 percentage points compared with 1 October 2013.

The proportion of BAME personnel in the UK Regular Forces differs by Service; the RN/RM with **3.5 per cent** (remaining constant since 1 October 2012), the Army with **10.2 per cent** (**decreasing slightly** by 0.1 percentage points since 1 October 2013 and **increasing slightly** by 0.1 percentage points since 1 October 2012) and the RAF with **2.1 per cent** (**increasing slightly** 0.1 percentage points since 1 October 2012). See the graphs below.

The proportion of BAME personnel entering the UK Regular Forces in the 12 months to 30 September 2014 was **6.0 per cent** which is less than the proportion on strength (7.1 per cent at 1 October 2014). This is a **decrease** of 1.5 percentage points from 7.5 per cent in the 12 months to 30 September 2013. Targeted recruitment activity intends to increase the proportion of BAME personnel in the Armed Forces.

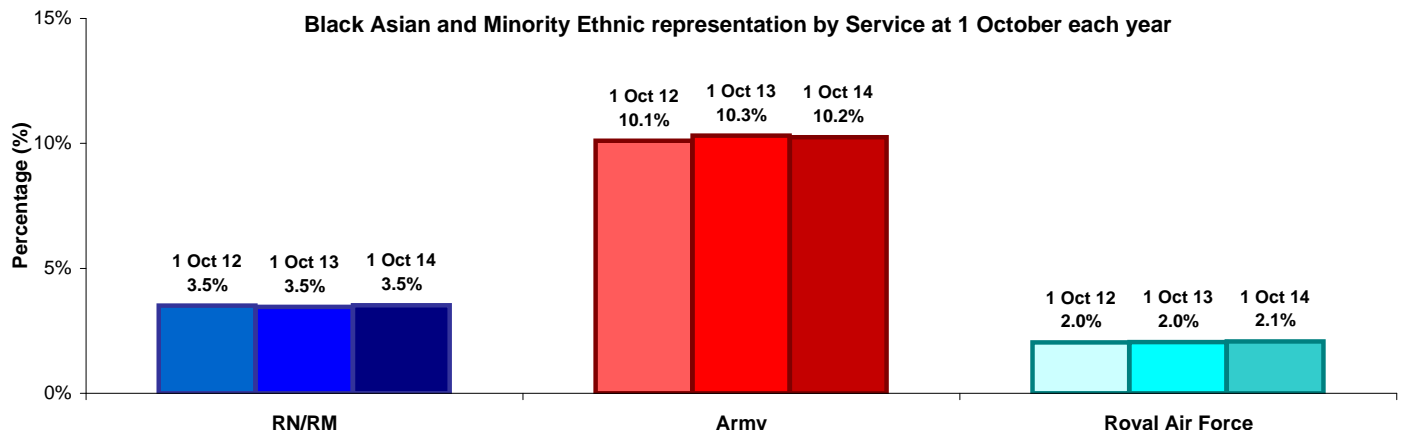
Since 2008, Gurkha personnel have been able to transfer into the UK Regular Army, which may partially explain the larger proportion of BAME personnel in the Army. The Army also has more personnel with Non-UK nationalities; of these 83.1 per cent of are from BAME backgrounds.

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

	Black Asian and Minority Ethnic (BAME) Representation as at 1 October 2012		Black Asian and Minority Ethnic (BAME) Representation as at 1 October 2013		Black Asian and Minority Ethnic (BAME) Representation as at 1 October 2014	
	Number	%	Number	%	Number	%
All Services	12 310	7.1	11 820	7.2	10 960	7.1
Officers	700	2.4	660	2.4	630	2.3
of which UK	660	93.4 ^r	620	93.3 ^r	590	93.4
of which non-UK	50	6.6 ^r	40	6.7 ^r	40	6.6
Other ranks	11 610	8.0	11 160	8.2	10 320	8.1
of which UK	4 090	35.3	4 050	36.3	4 070	39.4
of which non-UK	7 520	64.7	7 110	63.7	6 260	60.6
RN/RM	1 200	3.5	1 150	3.5	1 150	3.5
Officers	130	1.8	120	1.8	120	1.8
of which UK	120	94.5	120	95.1	110	94.9
of which non-UK	10	5.5	10	4.9	10	5.1
Other Ranks	1 070	3.9	1 020	3.9	1 030	4.0
of which UK	540	50.7	530	52.0	550	53.6
of which non-UK	530	49.3	490	48.0	480	46.4
Army	10 360	10.1	9 970	10.3	9 120	10.2
Officers	390	2.7	370	2.7	350	2.7
of which UK	360	90.8	340	90.8	320	91.5
of which non-UK	40	9.2	30	9.2	30	8.5
Other Ranks	9 970	11.3	9 600	11.6	8 770	11.5
of which UK	3 050	30.6	3 050	31.7	3 050	34.8
of which non-UK	6 920	69.4	6 560	68.3	5 720	65.2
Royal Air Force	750	2.0	700	2.0	690	2.1
Officers	180	2.3	170	2.3	160	2.3
of which UK	180	98.4 ^r	160	97.6 ^r	160	96.3
of which non-UK	~ ^r	-	~ ^r	-	10	3.7
Other Ranks	570	2.0	540	2.0	520	2.0
of which UK	500	88.5	470	88.2	460	88.5
of which non-UK	60	11.5	60	11.8	60	11.5

Source: Defence Statistics (Tri-Service)

1. Black, Asian and Minority Ethnic (BAME) and Nationality figures and percentages are based on those with a **declared** and known ethnic origin.



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 religious affiliation 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 **78.9 per cent** at 1 October 2014. This is a **decrease** of 2.0 percentage points from 80.9 per cent at 1 October 2013 and a **decrease** of 3.8 percentage points from 82.7 per cent at 1 October 2012. There is no known reason driving this continuing reduction.

The number of personnel declaring their religious beliefs to be Christian is decreasing across all services. At 1 October 2014, the proportion of Christian personnel in the RN/RM was **73.4 per cent**, the Army was **81.4 per cent** and the RAF has a proportion of **77.5 per cent**. See the graphs below.

Table 3a - UK Regular Forces declaring a Christian religion¹ by Service and nationality²

	Christian representation as at 1 October 2012		Christian representation as at 1 October 2013		Christian representation as at 1 October 2014	
	Number	%	Number	%	Number	%
All Services	144 160	82.7	133 400	80.9	122 570	78.9
Officers	25 870	87.1	24 300	85.8	23 220	84.4
of which UK	25 650	99.2 ^r	24 100	99.2	23 050	99.3
of which non-UK	200 ^r	0.8 ^r	190 ^r	0.8	160	0.7
Other ranks	118 290	81.8	109 090	79.9	99 340	77.7
of which UK	111 030	93.9	102 230	93.8 ^r	93 400	94.0
of which non-UK	7 240 ^r	6.1	6 810 ^r	6.2 ^r	5 930	6.0
RN/RM	26 960	78.0	25 290	75.6	24 110	73.4
Officers	6 050	85.4	5 770	84.2	5 640	82.8
of which UK	6 020	99.7	5 750	99.7	5 620	99.7
of which non-UK	20	0.3	20	0.3	20	0.3
Other Ranks	20 910	76.1	19 520	73.4	18 470	71.0
of which UK	20 310	97.1	18 950	97.1	17 920	97.0
of which non-UK	600	2.9	570	2.9	550	3.0
Army	87 130	84.8	80 620	83.2	72 550	81.4
Officers	12 690	88.6	11 950	87.4	11 270	15.5
of which UK	12 520	98.7	11 790	98.7 ^r	11 140	98.8
of which non-UK	170	1.3	160	1.3 ^r	130	1.2
Other Ranks	74 440	84.2	68 660	82.6	61 280	80.6
of which UK	67 870	91.2	62 450	91.0	55 970	91.3
of which non-UK	6 570 ^r	8.8	6 170 ^r	9.0	5 310	8.7
Royal Air Force	30 070	81.2	27 500	79.5	25 910	77.5
Officers	7 140	85.9	6 590	84.5	6 320	83.3
of which UK	7 110	99.8 ^r	6 560	99.8 ^r	6 300	99.8
of which non-UK	10 ^r	0.2 ^r	10 ^r	0.2 ^r	10	0.2
Other Ranks	22 930	79.8	20 910	78.0	19 590	75.9
of which UK	22 850	99.7	20 830	99.7 ^r	19 510	99.6
of which non-UK	70 ^r	0.3	70 ^r	0.3 ^r	70	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 figures and percentages are based on those with a **declared** religious affiliation and Nationality figures and percentages based on those with a **known** nationality on JPA.

Christian representation by Service at 1 October each year

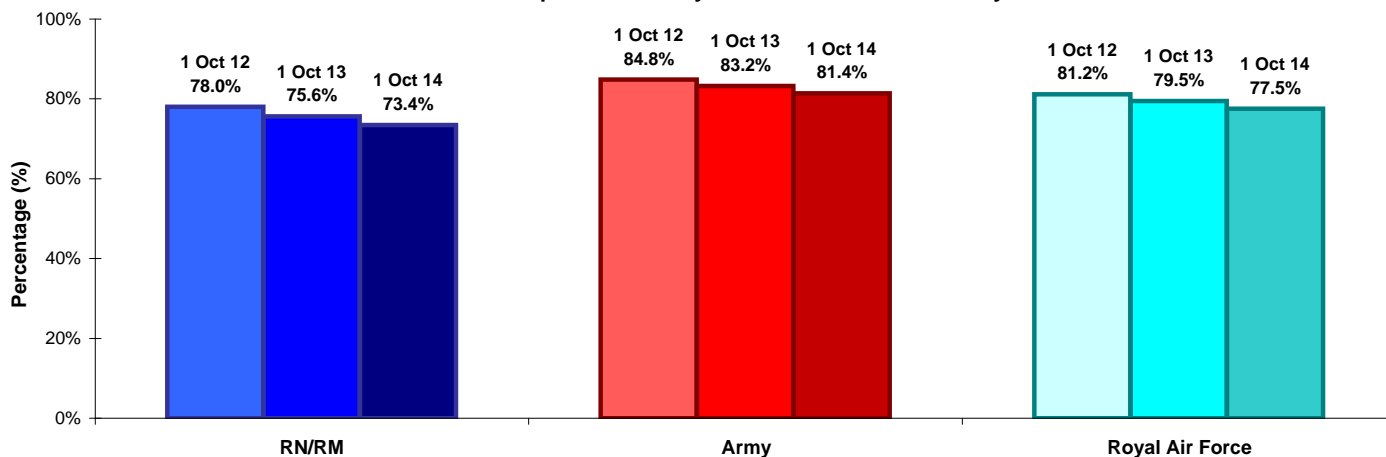


Table 3b shows Religion and nationality representation of UK Regular Forces by Service of Non-Christians

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 religious affiliation or nationality recorded on JPA. Please see the data sources section for more details.

At 1 October 2014, **1.9 per cent** of UK Armed Forces personnel had a declared religion other than Christian, this is a **slight increase** of 0.1 percentage points compared to **1.8 per cent** at 1 October 2012.

The number of personnel declaring religious beliefs other than Christian is gradually increasing in the RN/RM and Army but remaining constant in the RAF. At 1 October 2014, the proportion of non-Christian personnel in the RN/RM was **0.9 per cent**, the Army was **2.7 per cent** and the RAF has a proportion of **0.9 per cent**. See the graphs below.

The Army has the largest proportion of personnel with a non-Christian religious background. There is a slightly higher proportion of personnel with a Non-UK nationality than a UK nationality who follow a Non-Christian religion in the Army Other Ranks. This could include those transferring from the Gurkha regiments into the UK Regular Army.

Table 3b - UK Regular Forces declaring a Non-Christian religion¹ by Service and nationality²

	Non-Christian Religions representation as at 1 October 2012		Non-Christian Religions representation as at 1 October 2013		Non-Christian Religions representation as at 1 October 2014	
	Number	%	Number	%	Number	%
All Services	3 080	1.8	3 050	1.8	3 020	1.9
Officers	260	0.9	250	0.9	240	0.9
of which UK	250	96.5	240	96.4	230	95.0
of which non-UK	10	3.5	10	3.6	10	5.0
Other ranks	2 820	2.0	2 800	2.0	2 770	2.2
of which UK	1 510	53.5	1 490	53.2	1 500	54.3
of which non-UK	1 310	46.5	1 310	46.8	1 270	45.7
RN/RM	290	0.8	280	0.9	290	0.9
Officers	40	0.6	40	0.6	40	0.6
of which UK	40	95.6	40	94.9	40	94.9
of which non-UK	~	-	~	-	~	-
Other Ranks	250	0.9	250	0.9	250	1.0
of which UK	210	83.9	200	82.9	210	82.7
of which non-UK	40	16.1	40	17.1	40	17.3
Army	2 480	2.4	2 460	2.5	2 430	2.7
Officers	140	1.0	140	1.0	140	1.0
of which UK	130	95.7	140	95.7	130	94.1
of which non-UK	10	4.3	10	4.3	10	5.9
Other Ranks	2 340	2.6	2 320	2.8	2 300	3.0
of which UK	1 080	46.0	1 060	45.8	1 080	47.1
of which non-UK	1 260	54.0	1 260	54.2	1 220	52.9
Royal Air Force	320	0.9	300	0.9	290	0.9
Officers	80	0.9	70	0.9	70	0.9
of which UK	70	98.6	70	98.6	60	97.0
of which non-UK	~	-	~	-	~	-
Other Ranks	240	0.8	230	0.9	220	0.9
of which UK	230	95.0	220	95.6	210	96.4
of which non-UK	10	5.0	10	4.4	10	3.6

Source: Defence Statistics (Tri Service)

2. Non-Christian religions include personnel who have self identified as Buddhist, Hindu, Jewish, Kirati, Muslim, Sikh or any other non-Christian religious belief.

3. Religion figures and percentages are based on those with a declared religious affiliation and Nationality figures and percentages based on those with a known nationality on JPA.

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

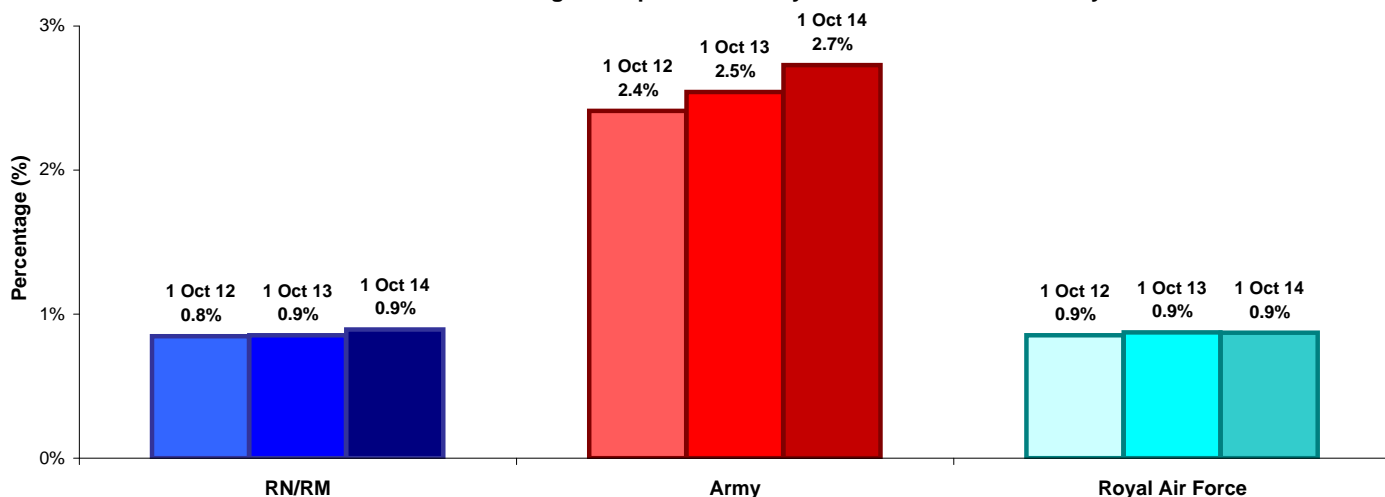


Table 3c shows UK Regular Forces declaring no religion by Service and Nationality

Table 3c shows the proportion of personnel declaring no religion in the UK Regular Forces by service. Religion and nationality data are self reported and figures and percentages are based on those with a known religious affiliation or nationality recorded on JPA. Please see the data sources section for more details.

The number of personnel declaring no religion is increasing across all services. At 1 October 2014, the representation of personnel declaring no religion was **19.2 per cent**, an **increase** of 2.0 percentage points compared with 17.2 per cent at 1 October 2013 and an **increase** of 3.7 percentage points compared with 15.5 per cent at 1 October 2012. There is no known single reason for this increase.

The number of personnel declaring no religion is increasing across the three Services. The RN/RM has the highest proportion of personnel declaring no religion, at **25.7 per cent**, the Army has the lowest proportion of **15.9 per cent** and the RAF has a proportion of **21.6 per cent**. See the graphs below.

Table 3c - UK Regular Forces declaring no religion¹ by Service and nationality²

	No Religion representation as at 1 October 2012		No Religion representation as at 1 October 2013		No Religion representation as at 1 October 2014	
	Number	%	Number	%	Number	%
All Services	27 060	15.5	28 430	17.2	29 820	19.2
Officers	3 580	12.1	3 760	13.3	4 040	14.7
of which UK	3 540	99.1 ^r	3 730	99.3 ^r	4 000	99.3
of which non-UK	30 ^r	0.9 ^r	30	0.7 ^r	30	0.7
Other ranks	23 470	16.2	24 670	18.1	25 780	20.2
of which UK	23 160	98.7	24 350	98.8 ^r	25 490	98.9
of which non-UK	310 ^r	1.3	300 ^r	1.2 ^r	280	1.1
RN/RM	7 310	21.2	7 860	23.5	8 430	25.7
Officers	990	14.0	1 040	15.3^r	1 130	16.6
of which UK	980	99.3	1 040	99.6	1 130	99.6
of which non-UK	10	0.7	~ ^r	-	~	-
Other Ranks	6 320	23.0	6 810	25.6	7 300	28.0
of which UK	6 220	98.4	6 710	98.5	7 200	98.7
of which non-UK	100	1.6	100	1.5	90	1.3
Army	13 090	12.7	13 770	14.2	14 170	15.9
Officers	1 500	10.5	1 580	11.5	1 700	13.0
of which UK	1 470	98.4 ^r	1 560	98.6	1 680	98.7
of which non-UK	20 ^r	1.6 ^r	20	1.4	20	1.3
Other Ranks	11 590	13.1	12 190	14.7	12 470	16.4
of which UK	11 400	98.3	11 990	98.5 ^r	12 290	98.6
of which non-UK	200	1.7	190 ^r	1.5 ^r	170	1.4
Royal Air Force	6 650	18.0	6 800	19.7^r	7 220	21.6
Officers	1 090	13.1	1 130	14.5	1 200	15.8
of which UK	1 080	99.9 ^r	1 130	99.9 ^r	1 200	99.8
of which non-UK	~ ^r	- ^r	~ ^r	-	~	-
Other Ranks	5 560	19.3	5 670	21.1	6 010	23.3
of which UK	5 540	99.7	5 650	99.7	5 990	99.7
of which non-UK	10 ^r	0.3	20	0.3	20	0.3

Source: Defence Statistics (Tri Service)

- "No religion" includes personnel who have self identified as having no religion on JPA. This category has been previously mislabelled as "Secular". As in previous publications, this field encompasses personnel declaring themselves as Agnostic, Atheist, Humanist and Secularist. This **does not** include those with an unrecorded religion.
- Religion figures and percentages are based on those with a **declared** religious affiliation and Nationality figures and percentages based on those with a **known** nationality on JPA.

No religion representation by Service at 1 October each year

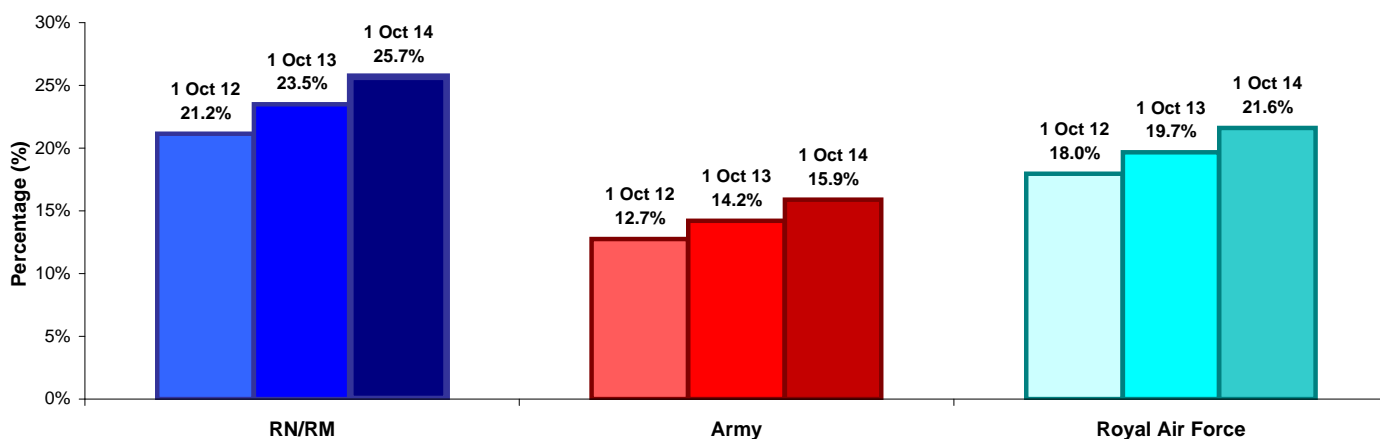


Table 4 shows UK Regular Forces by Officers and Other Ranks and the age group representation

Table 4 shows UK Regular Forces by Officers and Other Ranks and the age group representation. See Graphs 4.1 - 4.3 for an illustration of the age profile of the UK Regular Forces, for All Services, for officers and for other ranks.

At 1 October 2014, **50.5 per cent** of all UK Regular Forces personnel were under 30, this is a **decrease** of 0.4 percentage points from 50.9 per cent since 1 October 2013 and a **decrease** of 0.5 percentage points since 1 October 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 October 2014, the mean average age of UK Regular service personnel was **30 years old**. The mean average age for Officers at 1 October 2014 was **37 years old** and the mean average age for Other Ranks was **29 years old**.

More detail on the age of the UK Regular personnel annually, at 1 April 2014 can be found in the Annual Personnel Report, including information by service, detail by gender and intake and outflow statistics.

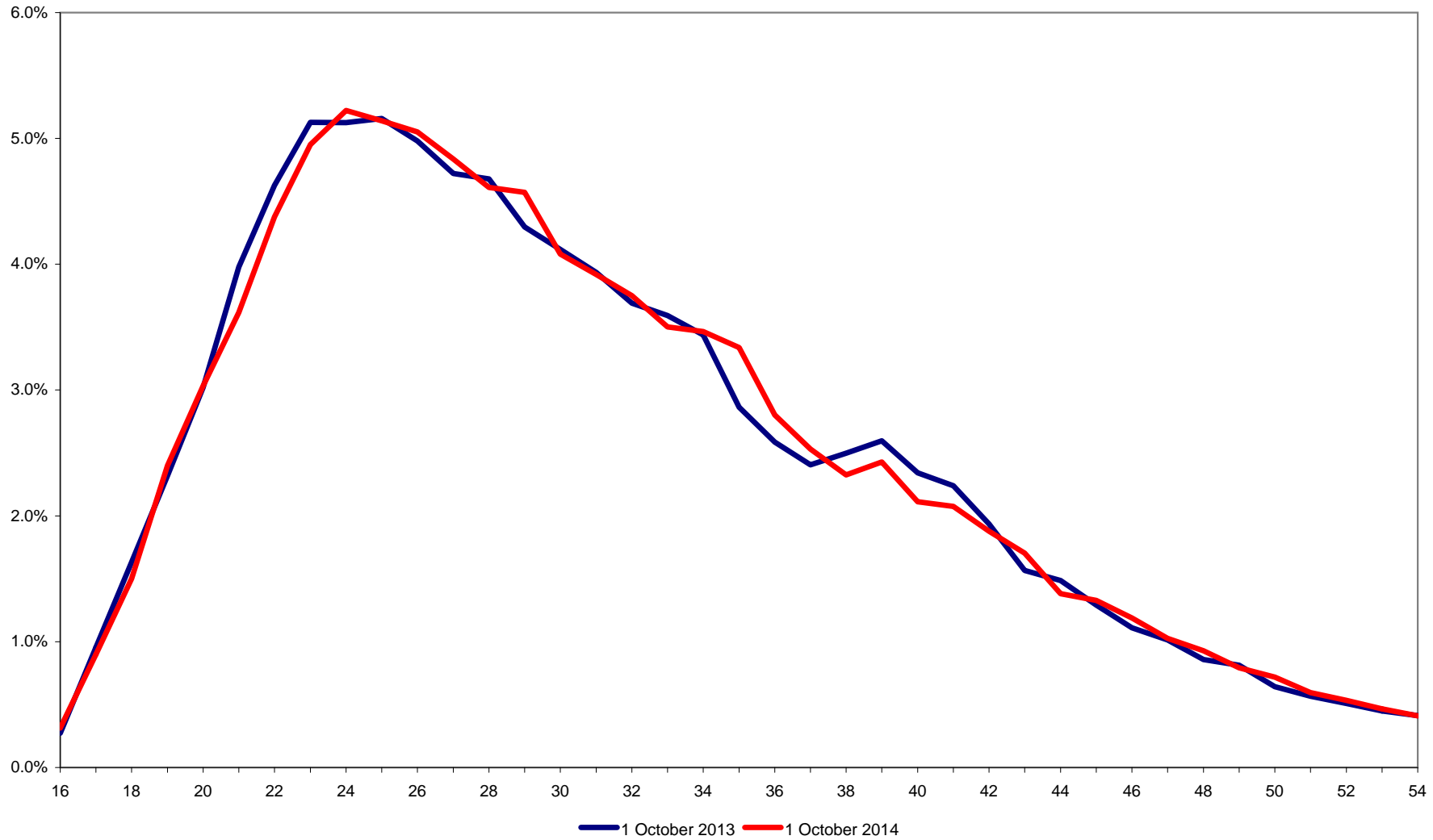
<https://www.gov.uk/government/publications/mod-national-and-official-statistics-by-topic>

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

	Age representation as at 1 October 2012		Age representation as at 1 October 2013		Age representation as at 1 October 2014	
	Number	%	Number	%	Number	%
All Services	175 940	100	166 460	100	156 630	100
Under 18	2 510	1.4	2 040	1.2	1 900	1.2
18-19	6 760	3.8	6 580	4.0	6 110	3.9
20-24	39 500	22.4	36 420	21.9	33 200	21.2
25-29	40 980	23.3	39 680	23.8	37 920	24.2
30-34	32 020	18.2	31 250	18.8	29 320	18.7
35-39	23 110	13.1	21 560	13.0	21 030	13.4
40-44	17 630	10.0	15 930	9.6	14 330	9.2
45-49	8 780	5.0	8 460	5.1	8 240	5.3
50-54	4 410	2.5	4 290	2.6	4 260	2.7
55+	240	0.1	240	0.1	310	0.2
Officers	30 010	100	28 540	100	27 680	100
Under 18	-	-	-	-	-	-
18-19	20	0.1	30	0.1	40	0.1
20-24	1 990	6.6	1 820	6.4	1 810	6.5
25-29	5 460	18.2	5 190	18.2	5 000	18.1
30-34	5 460	18.2	5 320	18.7	5 050	18.2
35-39	4 630	15.4	4 360	15.3	4 440	16.0
40-44	5 180	17.3	4 800	16.8	4 430	16.0
45-49	4 360	14.5	4 250	14.9	4 130	14.9
50-54	2 690	9.0	2 560	9.0	2 530	9.1
55+	230	0.8	220	0.8	260	0.9
Other Ranks	145 930	100	137 920	100	128 950	100
Under 18	2 510	1.7	2 040	1.5	1 900	1.5
18-19	6 730	4.6	6 550	4.7	6 070	4.7
20-24	37 510	25.7	34 600	25.1	31 400	24.3
25-29	35 520	24.3	34 490	25.0	32 920	25.5
30-34	26 560	18.2	25 930	18.8	24 270	18.8
35-39	18 480	12.7	17 200	12.5	16 590	12.9
40-44	12 450	8.5	11 130	8.1	9 900	7.7
45-49	4 420	3.0	4 210	3.1	4 110	3.2
50-54	1 720	1.2	1 740	1.3	1 740	1.3
55+	20	0.0	20	0.0	50	0.0

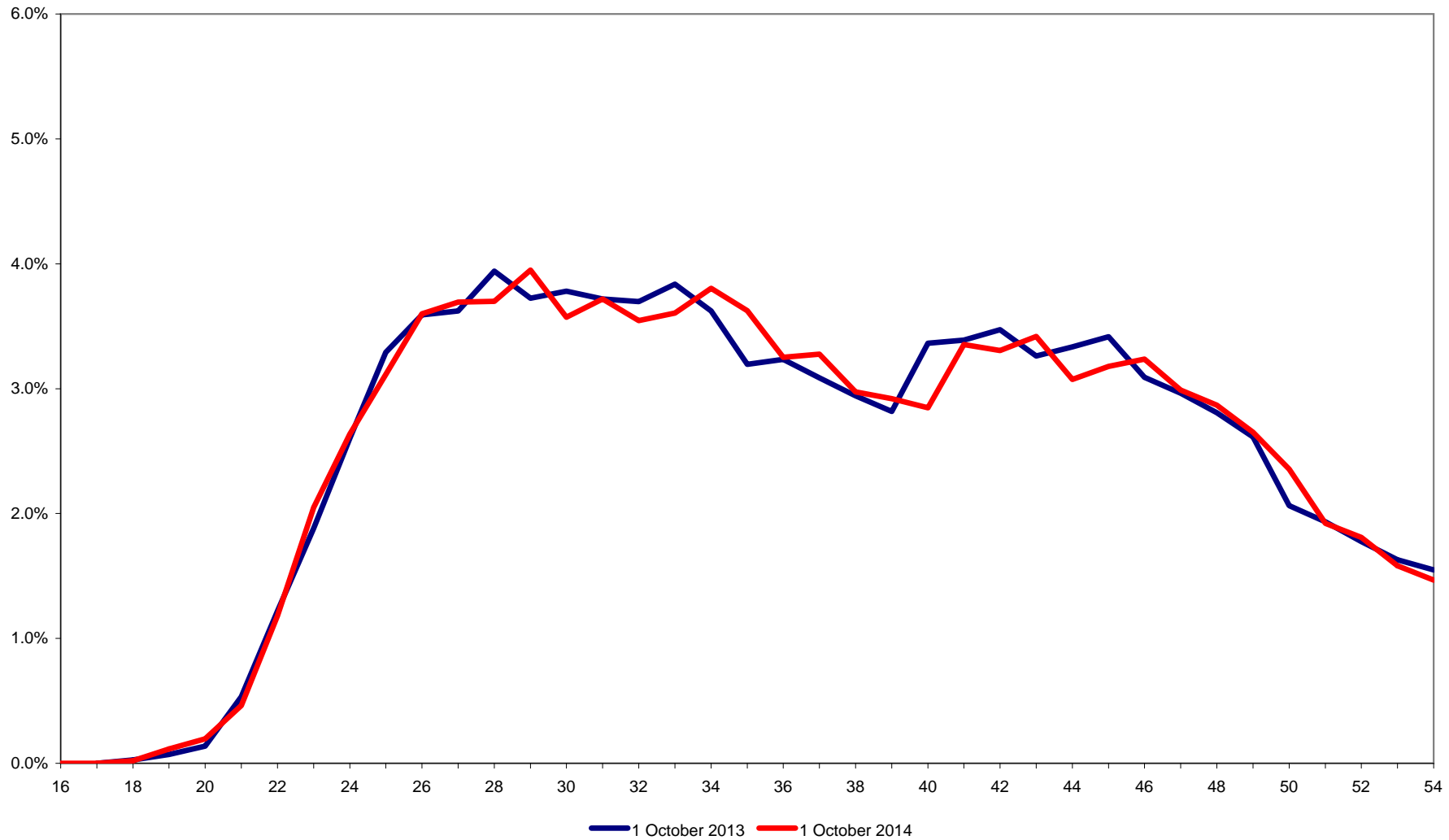
Source: Defence Statistics (Tri Service)

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



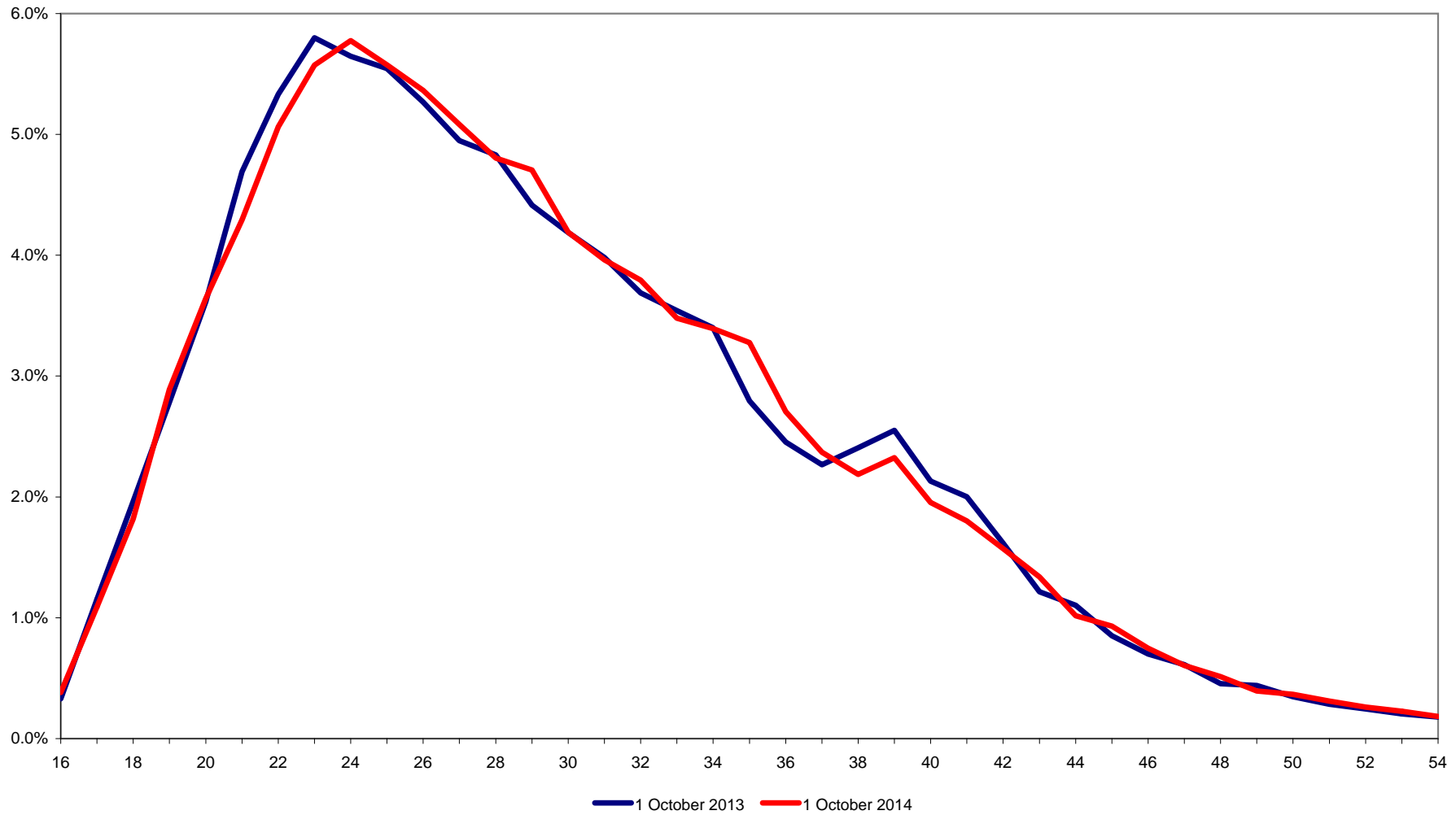
Figures show the age profile of UK Regular Service personnel between the ages of 16 to 54. As at 1 October 2014 there were 310 personnel aged 55 and over and as at 1 October 2013 there were 240 personnel aged 55

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



Figures show the age profile of UK Regular Service personnel between the ages of 16 to 54. As at 1 October 2014 there were 260 Officers aged 55 and over and as at 1 October 2013 there were 220 Officers aged 55 and over

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



Figures show the age profile of UK Regular Service personnel between the ages of 16 to 54. As at 1 October 2014 there were 50 personnel in the Other Ranks aged 55 and over and as at 1 October 2013 there were 20 Other Ranks aged 55 and over

Glossary

Black, Asian and Minority Ethnic (BAME) is now the widely used terminology, as a collective descriptor for non-white citizens, across Whitehall, other public sector bodies and the third sector, as well as among Civil Service race staff networks and their cross-Whitehall umbrella body, the Civil Service Race Forum. In this publication, BAME has replaced Black and Minority Ethnic (BME), though there is no change to the underlying population. See also **Ethnic Origin**

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.

Long Term Absentees (LTAs) are Service personnel who have been absent without leave (AWOL) for more than 21 days.

The **Ministry of Defence (MOD)** is the United Kingdom government department responsible for the development and implementation of government defence policy and is the headquarters of the British Armed Forces. The principal objective of the MOD is to protect the security, independence and interests of the United Kingdom at home and abroad. The MOD also manages day to day running of the Armed Forces, contingency planning and defence procurement.

Naval Service was previously used in this publication to describe the population which comprises the **Royal Navy** and the **Royal Marines** combined which is now referred to as **RN/RM** or **Royal Navy/Royal Marines**. Naval Service describes the total Naval population which includes the RN/RM as well as the Maritime Reserve, Serving Royal Fleet Reserve and Naval Sponsored Reservists.

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 neither Christian nor a belief which would be considered to be categories as No Religion in this report.

No Religion includes personnel who have self identified as having no religion on JPA. This category has been previously published as "Secular". As in previous publications, this field

encompasses personnel declaring themselves as Agnostic, Atheist, Humanist and Secularist. This does not include those with an unrecorded religion.

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 and recalled reservists on release. They do not include promotion from ranks to officers or flows between Services. Outflow does not include any flow to Long Term Absentee.

Regulars see **UK Regulars**

Requirement the requirement for the UK Armed Forces is defined as the number of Service personnel needed, based on the Defence Planning Round, set for each of the three Services.

Royal Air Force (RAF) is the aerial defence force of the UK.

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.

Royal Navy/Royal Marines or **RN/RM** is a term used in this publication to describe full-time Naval Armed Forces personnel which comprises of the **Royal Navy** and the **Royal Marines** combined.

Royal Navy (RN) The sea-going defence forces of the UK but excludes the Royal Marines and the Royal Fleet Auxiliary Service (RFA).

Secular was previously used in this publication to describe personnel who had self identified as having no religion or any other beliefs. This category has been renamed **No Religion**.

Strength is defined as the number of personnel (for each Service it is partially determined by its requirements) at a given point in time; Defence Statistics (Tri Service) publications present this data at the 1st of each month.

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.