



Ministry
of Defence

Defence Statistics (Civilian)
Ministry Of Defence
Main Building
Whitehall
London SW1A 2HB
United Kingdom

Telephone [MOD]: +44 (0)20 7218 1359
Facsimile [MOD]: +44 (0)20 7218 0969
E-mail: DefStrat-Stat-Civ Enquiries@mod.uk

Reference: FOI 00576/2016

Date: 9 February 2016

Thank you for your email received by the Ministry Of Defence on 14 January 2016 requesting the following information:

'Can you give a full ethnic breakdown of all full time staff.'

We are treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOIA).

I am writing to confirm that MOD holds information on the subject you have requested. Please find enclosed a spreadsheet providing the requested data, which includes the latest published time period – 01 October 2015.

Under Section 16 (Advice & Assistance), you may also wish to consult our published National Statistic reports, (links included) [Quarterly Civilian Personnel Report \(QCPR\)](#) and [MOD Civilian Personnel Biannual Diversity Dashboard](#) which are available on the Gov.UK publication site which contain further details of ethnicity reporting and analysis on behalf of the Department.

You may wish to note that the main BAME categories are formed from the totality of subcategories which have been amended over time. This level of granularity is not sufficiently robust enough for reporting, due to the small numbers within a number of these categories.

If you are not satisfied with this response or you wish to complain about any aspect of the handling of your request, then you should contact me in the first instance. If informal resolution is not possible and you are still dissatisfied then you may apply for an independent internal review by contacting the Head of Corporate Information, 2nd Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.uk). Please note that any request for an internal review must be made within 40 working days of the date on which the attempt to reach informal resolution has come to an end.

If you remain dissatisfied following an internal review, you may take your complaint to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not investigate your case until the MOD internal review process has been completed. Further details of the role and powers of the Information Commissioner can be found on the Commissioner's website, <https://ico.org.uk>

Yours sincerely,

Defence Statistics (Civilian)

Notes:

1. Ethnicity is a self declared status as recorded on the Human Resources Management System (HRMS) for MOD Main Top Level Budgets, and the Trading Fund personnel systems by individual personnel.

Black, Asian and Minority Ethnic (BAME): BAME is now the widely used terminology, as a collective descriptor for non-white citizens, across Whitehall, and other public sector bodies.

2. Civilian Personnel includes MOD Main Top Level Budgets, Trading Fund and Trading Entity personnel but excludes Royal Fleet Auxiliary (RFA) and Locally engaged civilian (LEC) personnel engaged overseas for whom ethnicity data is not centrally held.

3. Representation percentages are of known declarations as recorded on HRMS (MOD Main) and the Trading Fund personnel systems, and exclude data for unknown or undeclared entries.

4. Declarations are of known declarations divided by the Total including data for unknown or undeclared entries.

5. The figures in the tables below have been individually rounded to the nearest 5 and may not sum precisely to overall totals.

~ denotes fewer than 5.

Percentages are calculated from unrounded figures and are shown to 1 decimal place.

Ministry of Defence - Ethnicity Breakdown¹ of Civilian Personnel² as at 1 October 2015

			Headcount
	MOD Main ²	Trading funds and Bespoke Trading Entity ²	Total
White	29,790	11,340	41,130
BAME	1,280	460	1,740
Chose not to declare / No declaration	6,045	2,645	8,690
Total	37,120	14,445	51,565
BAME representation rate ³	4.1%	3.9%	4.1%
Declaration rate ⁴	83.7%	81.7%	83.1%

of which:

BAME Breakdown by main categories

			Headcount
	MOD Main ²	Trading funds and Bespoke Trading Entity ²	Total
Asian	665	255	920
Black	375	110	485
Chinese	50	30	80
Mixed and Other ethnic groups	190	65	255
Total	1,280	460	1,740

Notes:

1. Ethnicity is a self declared status as recorded on the Human Resources Management System (HRMS) for MOD Main Top Level Budgets, and the Trading Fund personnel systems by individual personnel.

Black, Asian and Minority Ethnic (BAME): BAME is now the widely used terminology, as a collective descriptor for non-white citizens, across Whitehall, and other public sector bodies.

2. Civilian Personnel includes MOD Main Top Level Budgets, Trading Fund and Trading Entity personnel but excludes Royal Fleet Auxiliary (RFA) and Locally engaged civilian (LEC) personnel engaged overseas for whom ethnicity data is not centrally held.

3. Representation percentages are of known declarations as recorded on HRMS (MOD Main) and the Trading Fund personnel systems, and exclude data for unknown or undeclared entries.

4. Declarations are of known declarations divided by the Total including data for unknown or undeclared entries.

5. The figures in the tables below have been individually rounded to the nearest 5 and may not sum precisely to overall totals.

~ denotes fewer than 5.

Percentages are calculated from unrounded figures and are shown to 1 decimal place.

of which:

BAME Breakdown by main categories (Full-Time)

	Headcount		
	MOD Main ²	Trading funds and Bespoke Trading Entity ²	Total
Asian	600	230	825
Black	350	105	455
Chinese	45	30	75
Mixed and Other ethnic groups	170	60	235
Total	1,170	425	1,590

BAME Breakdown by main categories (Part-Time)

	Headcount		
	MOD Main ²	Trading funds and Bespoke Trading Entity ²	Total
Asian	70	25	95
Black	20	10	30
Chinese	~	-	5
Mixed and Other ethnic groups	20	-	20
Total	110	40	150

Source Defence Statistics (Civilian)