

# Diversity Dashboard

## MOD Civilian - Gender Representation

	Oct-12	Oct-13	Oct-14	II	Oct-15	Oct-16
<b>Core MOD Total</b>	<b>37.2</b>	<b>37.3</b>	<b>37.9</b>	II	<b>40.3</b>	<b>41.1</b>
<b>Non Industrial</b>	<b>41.4</b>	<b>41.5</b>	<b>42.1</b>	II	<b>44.9</b>	<b>45.5</b>
SCS	21.4	22.3	23.3	II	27.1	30.0
Band B	26.7	28.2	30.0	II	35.3	36.3
Band C	32.7	33.4	34.8	II	39.3	40.5
Band D	39.5	40.6	41.2	II	41.9	43.5
Band E	52.6	52.3	53.1	II	52.3	51.6
<b>Industrial</b>	<b>15.4</b>	<b>15.1</b>	<b>14.9</b>	II	<b>15.0</b>	<b>15.0</b>
Skill Zones 1 - 4	17.2	16.9	16.8	II	17.4	17.3
Other Industrials	2.2	1.6	1.1	II	~	~

## MOD Civilian - Ethnic Representation

	Oct-12	Oct-13	Oct-14	II	Oct-15	Oct-16
<b>Core MOD Total</b>	<b>3.7</b>	<b>3.8</b>	<b>4.0</b>	II	<b>4.1</b>	<b>4.3</b>
<b>Non Industrial</b>	<b>3.9</b>	<b>4.1</b>	<b>4.3</b>	II	<b>4.4</b>	<b>4.6</b>
SCS	2.8	~	~	II	~	3.8
Band B	3.6	3.7	3.7	II	4.3	4.4
Band C	3.6	3.7	4.0	II	4.4	4.6
Band D	3.3	3.5	3.9	II	4.2	4.3
Band E	4.6	4.8	4.9	II	4.6	4.7
<b>Industrial</b>	<b>2.5</b>	<b>2.4</b>	<b>2.5</b>	II	<b>2.4</b>	<b>2.4</b>
Skill Zones 1 - 4	2.5	2.5	2.6	II	2.5	2.5
Other Industrials	2.3	2.2	2.1	II	2.0	2.0

## MOD Civilian - Sexual Orientation Representation

	Oct-12	Oct-13	Oct-14	II	Oct-15	Oct-16
<b>Core MOD Total</b>	<b>1.6</b>	<b>1.7</b>	<b>1.7</b>	II	<b>1.8</b>	<b>2.0</b>
<b>Non Industrial</b>	<b>1.7</b>	<b>1.7</b>	<b>1.7</b>	II	<b>1.8</b>	<b>2.0</b>
SCS	~	~	~	II	~	4.6
Band B	1.5	1.6	1.6	II	2.5	2.6
Band C	1.7	1.7	1.6	II	1.7	2.0
Band D	1.6	1.7	2.0	II	1.8	1.9
Band E	1.8	1.7	1.7	II	1.8	2.0
<b>Industrial</b>	<b>..</b>	<b>..</b>	<b>..</b>	II	<b>..</b>	<b>..</b>
Skill Zones 1 - 4	1.3	1.4	1.2	II	..	..
Other Industrials	..	..	..	II	..	..

## MOD Civilian - Age Range

	Oct-12	Oct-13	Oct-14	II	Oct-15	Oct-16
< 20	0.2	0.2	0.2	II	0.1	0.2
20 - 29	7.4	7.2	7.5	II	6.3	6.6
30 - 39	15.3	15.0	15.2	II	14.6	15.2
40 - 49	32.4	31.2	29.5	II	28.4	26.6
50 - 59	34.0	35.3	36.4	II	38.6	39.2
> 59	10.7	11.0	11.1	II	12.0	12.2

## MOD Civilian - Religion Representation

	Oct-12	Oct-13	Oct-14	II	Oct-15	Oct-16
<b>Core MOD Total</b>						
Christian	70.6	69.9	69.0	II	70.0	68.9
Non-Christian	5.1	5.1	5.1	II	5.2	5.1
Secular	24.3	25.0	25.9	II	24.8	25.9

## MOD Civilian - Part-Time Representation

	Oct-12	Oct-13	Oct-14	II	Oct-15	Oct-16
<b>Core MOD Total</b>	<b>9.8</b>	<b>9.7</b>	<b>9.9</b>	II	<b>10.6</b>	<b>10.7</b>

**To note:** Data comparisons with October 2015 and 2016 data cannot be made with previous annual October data points, as the Defence Equipment and Support (DE&S) stopped being reported by Defence Statistics as a Top Level Budgetary Area from 1 July 2015.

Representation percentages are based on known declarations. Gender and Age are 100% known.

.. denotes not applicable, declaration rates below 60 per cent do not allow for reliable analysis of representation rates.

~ denotes base values less than or equal to 5, no percentage has been calculated, or value is suppressed to prevent disclosure of values less than or equal to 5.