



Ministry of Defence

Ministry of Defence
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Our Reference: FOI2015/7337

Thank you for your email of 21 August 2015 requesting the following information:

In a recent FOI request the MoD released details of Sexual Orientation Declarations made by new entrants to the services. Please could I make this additional FOI request for the following additional details to be provided?

1. Date the MoD started collecting Sexual Orientation Declaration data.
2. Any documents relating to meetings and discussions regarding the decision to commence collection of data. In particular the key uses of the collected data to the MoD.
3. Total number of service people who have declared (or declined to declare) sexual orientation details. Please could you ensure that this is broken down by Service, Rank, Gender and trade/cap badge.

I am treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOI Act). A search for the information has now been completed within the Ministry of Defence (MOD), and I can confirm that the MOD does hold some information within the scope of your request; this is provided in the attached spreadsheet.

The MOD proudly encourages diversity at all levels. The option for Service personnel to declare their sexual orientation is not a new facility. This has been available since November 2011, to trainees as part of the Recruit Trainee Survey (RTS) and Cadet Officer Survey. This was an interim solution pending an upgrade to our Joint Personnel Administration database (JPA). This upgrade was completed in November 2014 and all Service personnel have been encouraged to declare their sexual orientation. The declaration includes a "prefer not to say" option.

Making a declaration is not mandatory but collecting data where individuals are willing to give it will enable us to have a better understanding of the composition of our Armed

Forces and help ensure our policies and practices fully support our personnel. Sexual Orientation monitoring will enable Defence to create an environment where all personnel, irrespective of their sexual orientation, feel comfortable, valued and confident to remain.

In regard to part two of your request, the information is exempt under Section 21 of the FOIA, because it is reasonably accessible to you by other means.

A previous FOI request asking for "documents relating to meetings regarding the decision to commence collection of data" was assessed to exceed the appropriate limit. Under Section 12 of the FOIA, we are not obliged to comply with a request which exceeds the FOI cost limit. This limit is specified in FOI regulations and for central Government is set at £600. Further information is available at:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/436120/20150216_Numbers_of_AF_identified_as_LGBT_001.pdf

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 Information Rights Compliance team, 1st 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, <http://www.ico.org.uk>.

Yours sincerely,

Defence People Secretariat FOI

FOI 2015/7337 Data Sheet

Recording of Sexual Orientation on JPA by Gender

	Declined to Declare	No Value Held	Declared	Total
Female	215	21,830	2,255	24,295
Male	1,455	162,225	17,295	180,975
Grand Total	1,665	184,055	19,550	205,270

Recording of Sexual Orientation on JPA by Service

	Declined to Declare	No Value Held	Declared	Total
ARMY	360	124,670	7,485	132,515
RAF	915	28,020	7,805	36,740
RM	50	7,220	545	7,820
RN	345	24,140	3,715	28,200
Grand Total	1,665	184,055	19,550	205,270

Recording of Sexual Orientation on JPA by Rank

	Declined to Declare	No Value Held	Declared	Total
OF0	.	5,460	~	5,465
OF1	25	6,040	370	6,435
OF2	210	11,325	1,735	13,275
OF3	135	9,900	1,330	11,370
OF4	45	4,030	475	4,545
OF5	10	1,075	115	1,200
OF6	~	310	25	340
OF7	~	105	~	110
OF8	~	30	~	35
OF9	.	10	.	10
OR2	265	62,990	4,135	67,395
OR3	55	17,915	1,250	19,225
OR4	340	24,435	3,760	28,535
OR6	290	19,685	2,995	22,970
OR7	190	11,825	2,055	14,065
OR8	35	6,000	645	6,675
OR9	60	2,920	660	3,640
Grand Total	1,665	184,055	19,550	205,270

Recording of Sexual Orientation on JPA by Trade/Cap Badge

	Declined to Declare	No Value Held	Declared	Total
1	210	5,770	1,720	7,700
10	5	390	50	450
11	40	810	250	1,100
12	15	400	175	585
13	10	415	140	560
14	~	140	40	180
15	15	955	180	1,150

16	~	65	5	75
17	75	670	485	1,230
18	35	2,060	430	2,525
19	10	690	200	900
21	~	145	10	155
4	85	1,700	640	2,425
5	45	950	390	1,390
6	15	785	200	1,000
8	65	3,190	915	4,170
9	55	925	315	1,300
AAC	15	1,885	300	2,200
ABM	10	255	85	355
ACF	.	8,185	.	8,185
AGC	75	8,000	1,345	9,420
AGC (ALS)	.	115	~	115
AGC (ETS)	5	305	35	350
ATC	20	225	115	360
CAMUS	~	780	55	835
CCF	.	2,155	.	2,155
CHAPLAIN 2000	~	25	~	25
CHAPLAIN RAF	~	30	5	35
DENTAL RAF	~	45	5	50
E2	.	~	.	~
ENGINEER RAF	35	955	245	1,235
FLT OPS	5	160	45	215
GD	.	20	.	20
GEN	.	105	~	105
GEN SERVICE	.	385	~	385
HCAV	~	880	35	920
INFANTRY	20	29,070	545	29,630
INT	10	230	60	295
INT CORPS	25	2,565	250	2,845
LEGAL	.	45	~	50
LOGISTICS	~	410	70	490
LSL	.	~	.	~
Maritime Operations	.	185	.	185
MEDICAL RAF	5	285	25	315
MEDICAL SUPPORT	~	125	15	140
MUSIC	.	~	~	~
MUSIC 2000	.	~	.	~
NCA	15	715	155	885
Nurse (RAUXAF)	.	5	.	5
OPS SPT (RAUXAF)	.	~	.	~
OPS SPT(ABM)	~	15	~	20
OPS SPT(ATC)	~	20	~	25
OPS SPT(FLT OPS)	~	70	5	80
OPS SPT(INT)	~	55	~	60
OPS SPT(PROVSY)	.	15	~	15
OPS SPT(REGT)	~	40	10	50
OTC	.	~	.	~
PERS	.	40	5	45
PERS(PEd)	.	60	5	70
PERS(SPT)	15	410	160	585
PERS(TRG)	10	135	30	175
PILOT	55	1,700	340	2,090
PMRAFNS	~	80	10	90

PMRAFNS02	~	50	~	60
PROV	5	130	25	160
QARANC	15	1,515	105	1,635
R SIGNALS	35	8,335	670	9,045
RA	10	8,415	355	8,780
RAC	5	5,425	290	5,720
RAChD	.	250	10	260
RADC	.	155	10	165
RADC DO	.	105	10	115
RAMC	10	4,500	250	4,755
RAMC MO	~	850	35	885
RAPTC	~	430	25	455
RAVC	.	370	25	395
RE	25	10,945	635	11,605
Redundant Regiment	.	~	.	~
REGT	5	300	85	390
REME	65	9,045	1,145	10,255
RLC	40	15,770	1,290	17,100
RMR	.	~	.	~
RMR (OF)	.	~	.	~
RN Careers Service	.	155	10	165
RN Careers Service (OF)	.	~	~	~
RN Chaplaincy Service	.	65	5	70
RN Dental (OF)	.	40	10	50
RN Engineer FAA	60	2,515	530	3,105
RN Engineer FAA (OF)	~	270	50	325
RN Engineer GS	50	3,300	460	3,810
RN Engineer GS (OF)	20	740	155	915
RN Engineer SM	25	1,670	345	2,035
RN Engineer SM (OF)	15	410	95	520
RN Logistics GS	35	1,870	315	2,220
RN Logistics GS (OF)	15	370	75	460
RN Logistics SM	~	325	70	395
RN Logistics SM (OF)	~	70	25	100
RN Medical (OF)	~	380	40	420
RN Medical GS	5	520	115	640
RN Medical SM	~	60	20	85
RN QARNNS	~	170	20	195
RN QARNNS (OF)	~	75	10	85
RN Royal Marines BS	~	350	45	395
RN Royal Marines BS (OF)	.	10	~	15
RN Royal Marines FAA (OF)	.	35	~	35
RN Royal Marines GS	45	6040	445	6530
RN Royal Marines GS (OF)	~	705	50	760
RN Warfare FAA	~	845	110	960
RN Warfare FAA (OF)	35	1015	170	1220
RN Warfare GS	35	4555	555	5145
RN Warfare GS (OF)	25	1645	275	1945
RN Warfare SM	5	660	150	815
RN Warfare SM (OF)	5	300	80	385
RNR List 7B URNU	.	725	.	725
RNR Maritime Ops (Command Ops) (OF)	.	~	.	~
RNR New Entrant Instructor	.	50	~	55
RNR New Entrants	.	530	~	530
RNR New Entrants (OF)	.	150	5	155
RNR URNU (OF)	.	95	.	95

SASC	.	150	15	165
STAFF	~	735	45	780
UAS	.	835	.	835
UOTC A	.	80	~	80
UOTC B	.	3610	~	3610
WSO	.	~	.	~
WSO(AEO)	~	40	10	55
WSO(Air Eng)	~	5	~	10
WSO(Cmn)	.	40	10	50
WSO(NAV)	15	375	115	505
Unspecified	.	10	.	10
Grand Total		1,665	184,055	19,550
				205,270

Notes

(1) In accordance with the Data Protection Act and our obligations in relation to the protection of confidentiality when handling personal data, the figures provided have been rounded to the nearest 5, where "~" denotes a number less than or equal to five. Due to the rounding methods used, totals may not always equal the sum of the parts. Zero values have been replaced with a (.)

(2) The Royal Navy, Army and Royal Air Force categorise some of their Trade Groups using a numerical system (e.g. 4,5,6, 8 and 9) This is operated on a Tri-Service basis but will represent a different profession or trade for each Service.

(3) Data may include Service personnel who left as a regular and returned as a reserve.