



Ministry of Defence

Civilian Personnel Biannual Diversity Dashboard 1 April 2017

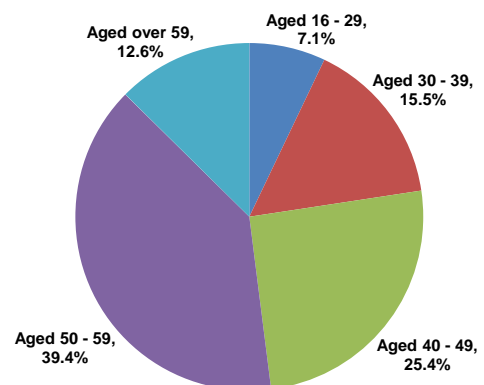
This statistical release presents figures on diversity declaration and representation of minority groups of civilian personnel employed by MOD Main TLBs of the Ministry of Defence.

Published in April 2012 for the first time, the creation of the 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.

Key Points

There has been little change in the diversity representation of civilian personnel for ethnicity, sexual orientation, religion or working patterns since April 2013.

Age distribution of personnel at 1 April 2017



Female representation rate
at 1 April 2017

41.6%

Black, Asian and Minority Ethnic (BAME) representation rate
at 1 April 2017

4.4%

Lesbian, Gay & Bisexual (LGB) representation rate
at 1 April 2017

2.0%

Part-time personnel representation rate
at 1 April 2017

11.0%

Religion representation rate
at 1 April 2017

Christian	68.4 per cent
Non-Christian	5.2 per cent
Secular	26.4 per cent

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Background quality report: <https://www.gov.uk/government/statistics/mod-civilian-personnel-quarterly-report-background-quality-report>

Would you like to be added to our **contact list**, so that we can inform you about updates to these statistics and consult you if we are thinking of making changes? You can subscribe to updates by emailing DefStrat-Stat-CivEnquiries@mod.uk

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Other bulletins in this series can be found at:
<https://www.gov.uk/government/statistics/mod-diversity-dashboard-2015#history>

Introduction

The Diversity Dashboard contains figures on the proportion of Core MOD Civilian Personnel with specific protected characteristics. It complements the Quarterly Civilian Personnel Report (QCPR) by providing greater detail about these characteristics.

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	-	BAME
Sexual Orientation	-	LGB
Religion & Faith	-	Non Christian
Work Status	-	Part-Time

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](#)

Definitions

Core MOD Total :

- Includes: Top Level Budgetary Areas (TLBs)
- Excludes: Trading funds, DE&S Bespoke Trading Entity, Royal Fleet Auxiliary and Locally engaged civilians (LECs)

For a more detailed description of these groups please refer to the glossary.

Black, Asian and Minority Ethnic (BAME) : 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. 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.

Declaration rates : Ethnic background, disability, religion and sexual orientation are self-declared. Therefore representation rates are calculated from known declarations and exclude unknown and undeclared personnel.

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, Asian and Minority Ethnic.

Full-time : civil servants are those working 37 hours a week (36 hours or over in London), excluding meal breaks.

Lesbian, Gay & Bisexual (LGB): 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. Transgender people may or may not identify as one of these orientations.

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.

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).

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

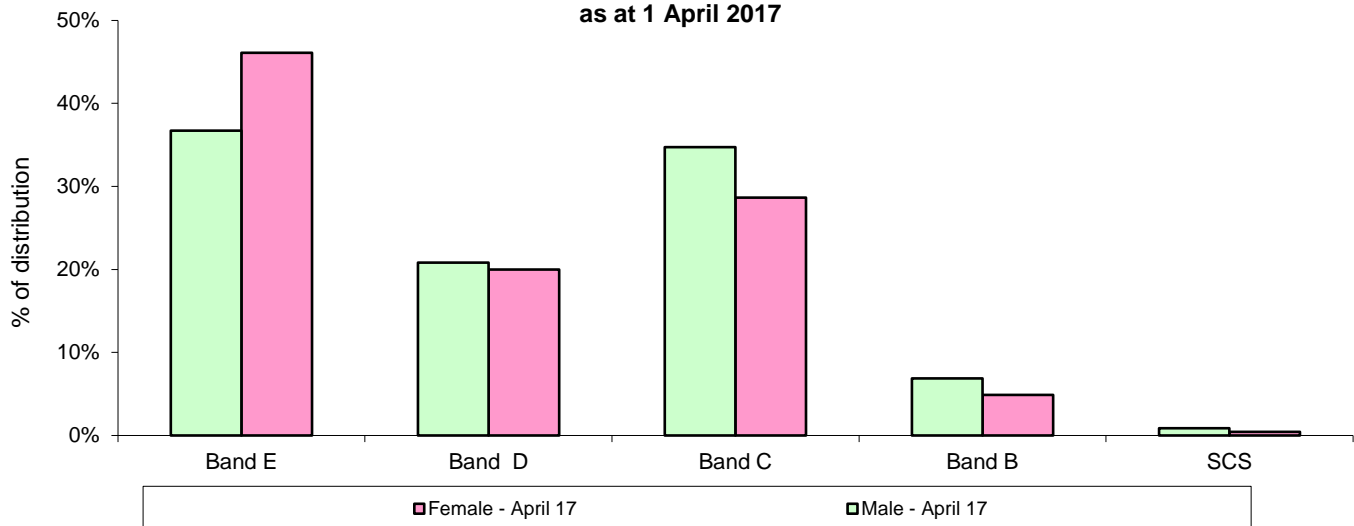
Headcount:

	Female Representation by Broader Banded Grade (Number and Rate)				
	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17
Core MOD Total	18,370	18,100	18,340 II	14,960	15,220
	37.1	37.7	38.1 II	40.6	41.6
Non-Industrial	17,190	16,960	17,260 II	14,140	14,460
	41.2	42.1	42.2 II	45.0	45.9
SCS	60	60	60	60	60
	23.9	23.4	25.5	28.2	28.7
Band B	620	720	840	630	700
	27.0	29.8	30.3	35.6	37.6
Band C	4,940	5,160	5,420	3,980	4,130
	33.0	34.3	35.4	39.9	41.1
Band D	3,400	3,400	3,450	2,730	2,880
	40.2	40.9	41.5	42.6	44.8
Band E	8,150	7,620	7,460	6,710	6,650
	51.9	53.4	52.8	51.8	51.5
Industrial	1,180	1,130	1,090 II	820	750
	15.2	14.8	14.8 II	15.1	15.0
Skill Zones 1-4	1,160	1,120	1,070	820	750
	17.0	16.8	16.9	17.4	17.6
Other Industrials	20	10	20	~	~
	2.2	1.4	1.6	~	~

Source: Defence Statistics (Civilian)

To note: Data comparisons with April 2016 and 2017 data cannot be made with previous annual April 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.

Comparison of male and female distributions across grade bands as at 1 April 2017



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

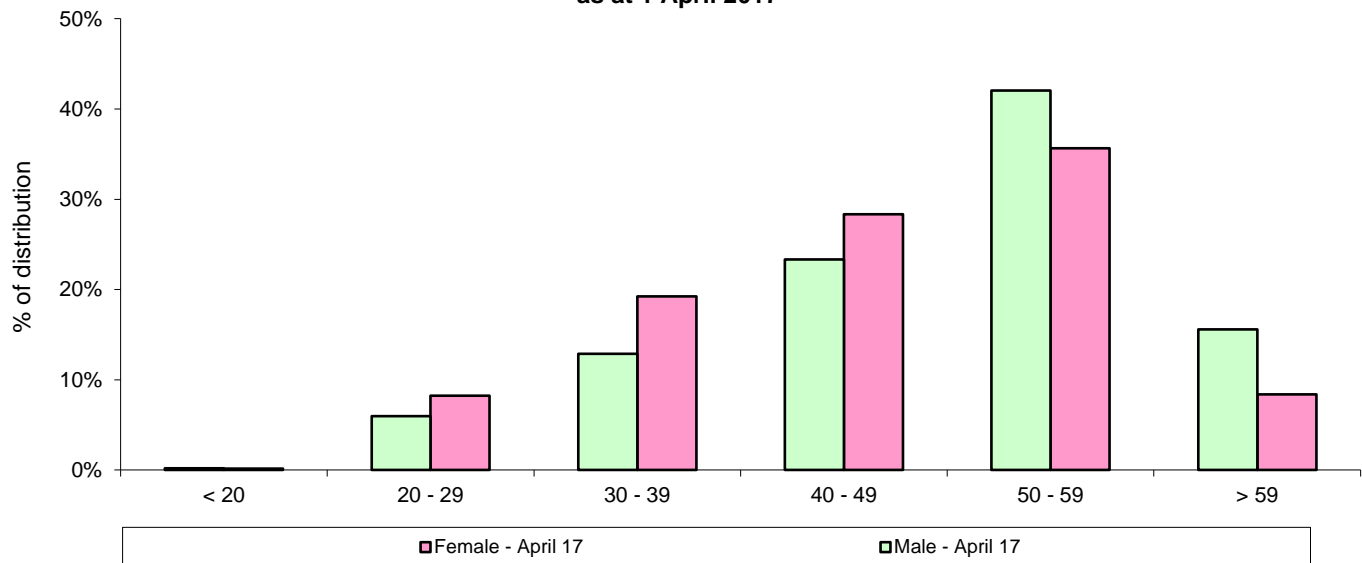
Headcount:

	Female Representation by Age Range (Number and Rate)				
	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17
Core MOD Total	18,370	18,100	18,340	14,960	15,220
	37.1	37.7	38.1	40.6	41.6
< 20	20	20	30	20	20
	25.3	27.2	22.4	37.1	36.8
20 - 29	1,560	1,570	1,610	1,190	1,250
	43.8	43.9	43.0	50.2	49.5
30 - 39	3,580	3,480	3,510	2,760	2,930
	48.0	47.8	47.6	50.8	51.6
40 - 49	6,540	6,160	5,860	4,600	4,310
	41.4	42.0	42.8	45.6	46.4
50 - 59	5,580	5,700	6,050	5,230	5,430
	32.4	33.4	34.0	36.4	37.7
> 59	1,090	1,150	1,280	1,160	1,270
	20.4	22.0	23.7	25.5	27.7

Source: Defence Statistics (Civilian)

To note: Data comparisons with April 2016 and 2017 data cannot be made with previous annual April 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.

Comparison of male and female distributions across age ranges as at 1 April 2017



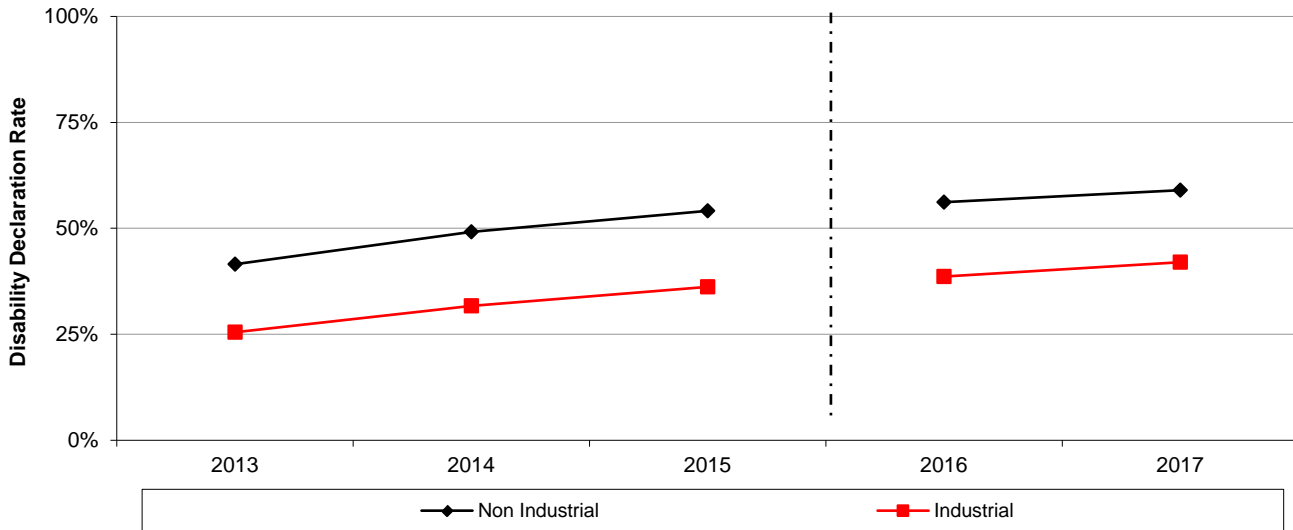
Section 2.1 - Disability declaration and representation of core MOD civilian personnel

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

	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17
Core MOD TLB	39.0%	46.4%	51.4% II	53.6%	56.6%
Non Industrial	41.5%	49.2%	54.1% II	56.2%	59.0%
Industrial	25.5%	31.7%	36.2% II	38.6%	42.0%

Source: Defence Statistics (Civilian)

Disability Declaration Rates as a percentage of MOD TLB personnel
- 1 April each year



To note: Data comparisons with April 2016 and 2017 data cannot be made with previous annual April 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.

Headcount:

	Disability Status Numbers & Representation Rates				
	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17
Core MOD Total	49,470	47,970	48,180 II	36,860	36,560
	..	..	.. II	..	..
Non-Industrial	41,700	40,320	40,850 II	31,380	31,550
	..	..	.. II	..	..
Disability	1,950	2,130	2,370 II	1,990	2,170
No Disability	15,370	17,690	19,730 II	15,640	16,440
Undeclared	24,380	20,500	18,750 II	13,750	12,940
Industrial	7,770	7,660	7,330 II	5,470	5,020
	..	..	.. II	..	..
Disability	200	230	260 II	210	210
No Disability	1,780	2,200	2,400 II	1,900	1,900
Undeclared	5,790	5,230	4,680 II	3,360	2,910

Source: Defence Statistics (Civilian)

Section 2.2 - Civilian personnel by disability status and grade

	Headcount				
	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17
Core MOD TLB Personnel	49,470	47,970	48,180 II	36,860	36,560
Non-Industrial	41,700	40,320	40,850 II	31,380	31,550
No Disability	15,370	17,690	19,730 II	15,640	16,440
Senior Civil Service and equivalent	100	110	120 II	100	110
Pay Band B	860	1,080	1,350 II	880	990
Pay Band C	5,790	6,840	7,720 II	5,150	5,470
Pay Band D	3,290	3,810	4,180 II	3,320	3,440
Pay Band E	5,320	5,830	6,340 II	6,170	6,380
Other non-industrial	10	20	20 II	20	30
Disability	1,950	2,130	2,370 II	1,990	2,170
Senior Civil Service and equivalent	10	10	10 II	10	10
Pay Band B	60	90	110 II	80	80
Pay Band C	670	770	840 II	640	720
Pay Band D	460	490	550 II	460	480
Pay Band E	750	780	860 II	810	860
Other non-industrial	~	~	~ II	~	~
Undeclared	24,380	20,500	18,750 II	13,750	12,940
Senior Civil Service and equivalent	140	120	120 II	90	90
Pay Band B	1,360	1,240	1,310 II	810	800
Pay Band C	8,510	7,410	6,770 II	4,190	3,860
Pay Band D	4,720	4,010	3,570 II	2,640	2,500
Pay Band E	9,630	7,670	6,930 II	5,980	5,660
Other non-industrial	30	50	40 II	40	40
Industrial	7,770	7,660	7,330 II	5,470	5,020
No Disability	1,780	2,200	2,400 II	1,900	1,900
Disability	200	230	260 II	210	210
Undeclared	5,790	5,230	4,680 II	3,360	2,910

Representation of civilian personnel with disabilities as a percentage of total excluding unknown and undeclared

	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17
Core MOD TLB Total II	..	..
Core Non-Industrial TLB total II	..	..
Senior Civil Service and equivalent II	..	..
Pay Band B II	..	..
Pay Band C II	..	..
Pay Band D II	..	..
Pay Band E II	..	..
Other non-industrial II	..	..
Core Industrial TLB Grades II	..	..

Disability declaration rate as a percentage of Core MOD TLB total civilian personnel

	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17
Core MOD TLB Total	39.0	46.4	51.4 II	53.6	56.6
Core Non-Industrial TLB total	41.5	49.2	54.1 II	56.2	59.0
Senior Civil Service and equivalent	44.4	51.0	51.8 II	55.0	58.9
Pay Band B	40.6	48.6	52.7 II	54.4	57.5
Pay Band C	43.1	50.6	55.8 II	58.0	61.6
Pay Band D	44.3	51.7	57.0 II	58.9	61.1
Pay Band E	38.7	46.2	50.9 II	53.8	56.2
Other non-industrial	31.6	29.7	34.8 II	37.7	42.9
Core Industrial TLB Grades	25.5	31.7	36.2 II	38.6	42.0

Source: Defence Statistics (Civilian)

Figures in red are where declaration rates are below 60 per cent. See Background Notes for further detail.

Section 3.1 - BAME representation for core MOD civilian personnel by grade

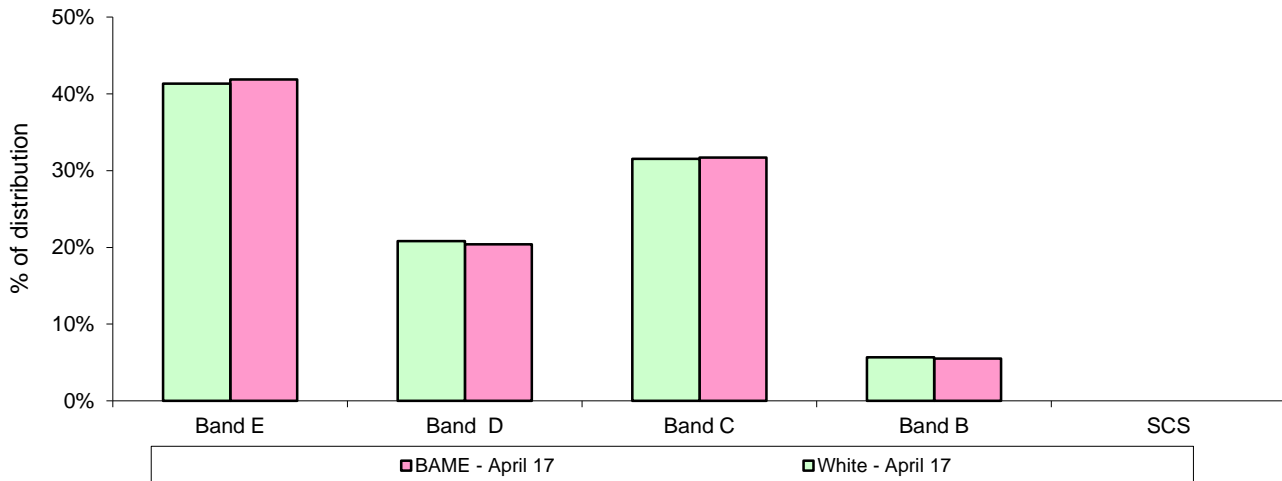
Headcount:

	BAME Representation by Broader Banded Grade (Number and Rate)				
	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17
Core MOD Total	1,650	1,620	1,660 II	1,290	1,310
	3.8	3.9	4.1 II	4.2	4.4
Non-Industrial	1,490	1,470	1,510 II	1,180	1,210
	4.0	4.2	4.3 II	4.5	4.7
SCS	~	~	~ II	10	10
	~	~	~ II	3.8	3.8
Band B	70	80	80 II	60	70
	3.9	3.8	3.6 II	4.3	4.6
Band C	480	500	530 II	370	380
	3.7	3.9	4.1 II	4.5	4.7
Band D	260	270	290 II	240	250
	3.4	3.8	4.1 II	4.4	4.6
Band E	680	620	610 II	510	510
	4.7	4.8	4.9 II	4.6	4.8
Industrial	160	160	150 II	110	100
	2.4	2.5	2.5 II	2.4	2.4
Skill Zones 1-4	140	140	130 II	90	80
	2.5	2.5	2.5 II	2.5	2.5
Other Industrials	20	20	10 II	10	10
	2.3	2.2	2.0 II	2.1	2.3

Source: Defence Statistics (Civilian)

To note: Data comparisons with April 2016 and 2017 data cannot be made with previous annual April 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.

Comparison of White & BAME distributions across grade bands as at 1 April 2017



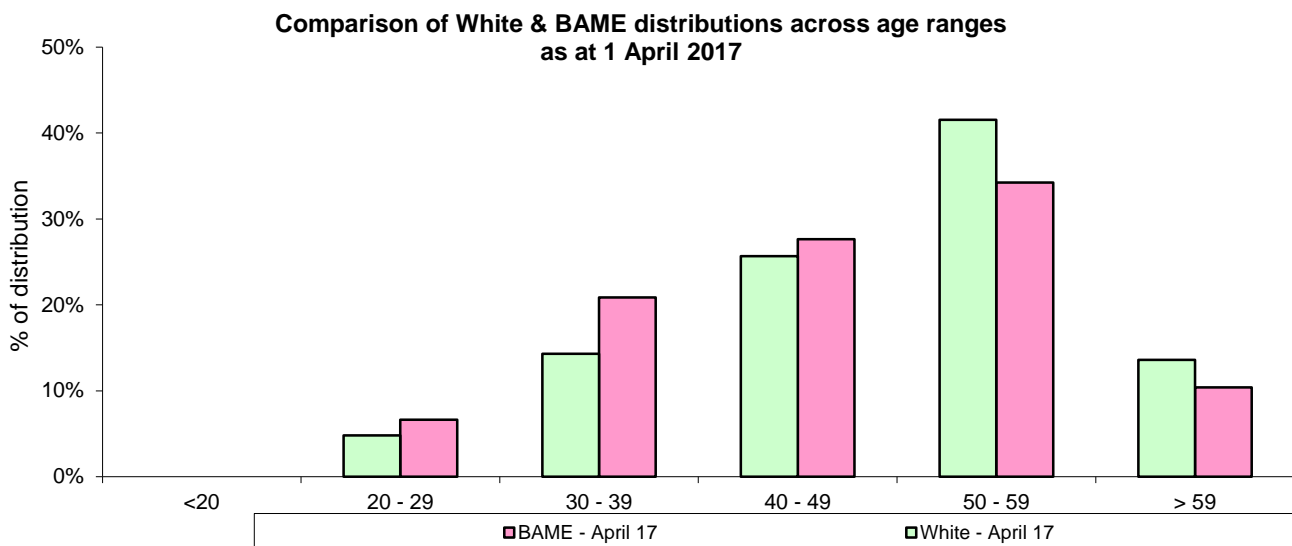
Section 3.2 - BAME representation for core MOD civilian personnel by age range

Headcount:

	BAME Representation by Age Range (Number and Rate)				
	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17
Core MOD Total	1,650	1,620	1,660 ||	1,290	1,310
	3.8	3.9	4.1 ||	4.2	4.4
< 20	~	-	- ||	~	~
	~	-	-	~	~
20 - 29	150	140	130 ||	90	80
	4.7	5.0	4.8 ||	5.7	5.2
30 - 39	330	340	360 ||	260	270
	5.0	5.5	5.9 ||	5.9	6.3
40 - 49	560	500	490 ||	380	360
	4.0	4.0	4.2 ||	4.6	4.7
50 - 59	500	510	530 ||	440	450
	3.3	3.4	3.4 ||	3.6	3.7
> 59	120	130	150 ||	120	140
	2.6	2.8	3.1 ||	3.1	3.4

Source: Defence Statistics (Civilian)

To note: Data comparisons with April 2016 and 2017 data cannot be made with previous annual April 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.



Section 3.3 - Civilian personnel by ethnic origin and grade

	Headcount				
	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17
Core MOD TLB Personnel	49,470	47,970	48,180 II	36,860	36,560
Non-Industrial	41,700	40,320	40,850 II	31,380	31,550
White	35,510	33,660	33,300 II	24,960	24,530
Senior Civil Service and equivalent	210	200	210 II	150	150
Pay Band B	1,850	1,940	2,220 II	1,330	1,400
Pay Band C	12,430	12,310	12,320 II	7,810	7,730
Pay Band D	7,370	7,020	6,820 II	5,180	5,100
Pay Band E	13,630	12,150	11,700 II	10,460	10,120
Other non-industrial	30	30	30 II	30	40
Black, Asian & Minority Ethnic	1,490	1,470	1,510 II	1,180	1,210
Senior Civil Service and equivalent	~	~	~ II	10	10
Pay Band B	70	80	80 II	60	70
Pay Band C	480	500	530 II	370	380
Pay Band D	260	270	290 II	240	250
Pay Band E	680	620	610 II	510	510
Other non-industrial	-	-	~ II	~	~
Undeclared	4,690	5,190	6,040 II	5,240	5,800
Senior Civil Service and equivalent	30	30	40 II	40	50
Pay Band B	360	390	460 II	380	410
Pay Band C	2,060	2,210	2,480 II	1,800	1,940
Pay Band D	840	1,000	1,200 II	1,000	1,090
Pay Band E	1,390	1,510	1,820 II	1,980	2,270
Other non-industrial	10	40	40 II	40	40
Industrial	7,770	7,660	7,330 II	5,470	5,020
White	6,360	6,120	5,790 II	4,280	3,870
Black, Asian & Minority Ethnic	160	160	150 II	110	100
Undeclared	1,250	1,380	1,390 II	1,080	1,060

Representation of Black, Asian and Minority Ethnic civilian personnel as a percentage of MOD total excluding unknown and undeclared.

	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17
Core MOD TLB Total	3.8	3.9	4.1 II	4.2	4.4
Core Non-Industrial TLB total	4.0	4.2	4.3 II	4.5	4.7
Senior Civil Service and equivalent	~	~	~ II	3.8	3.8
Pay Band B	3.9	3.8	3.6 II	4.3	4.6
Pay Band C	3.7	3.9	4.1 II	4.5	4.7
Pay Band D	3.4	3.8	4.1 II	4.4	4.6
Pay Band E	4.7	4.8	4.9 II	4.6	4.8
Other non-industrial	~	~	~ II	~	~
Core Industrial TLB Grades	2.4	2.5	2.5 II	2.4	2.4

Ethnicity declaration rate as a percentage of MOD total civilian personnel.

	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17
Core MOD TLB Total	88.0	86.3	84.6 II	82.8	81.2
Core Non-Industrial TLB total	88.8	87.1	85.2 II	83.3	81.6
Senior Civil Service and equivalent	~	~	~ II	77.7	76.1
Pay Band B	84.2	83.7	83.4 II	78.5	78.0
Pay Band C	86.3	85.3	83.8 II	82.0	80.7
Pay Band D	90.1	87.9	85.6 II	84.5	83.1
Pay Band E	91.1	89.4	87.1 II	84.7	82.4
Other non-industrial	~	~	~ II	~	~
Core Industrial TLB Grades	83.9	81.9	81.0 II	80.2	78.9

Source: Defence Statistics (Civilian)

See Background Notes for further detail.

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

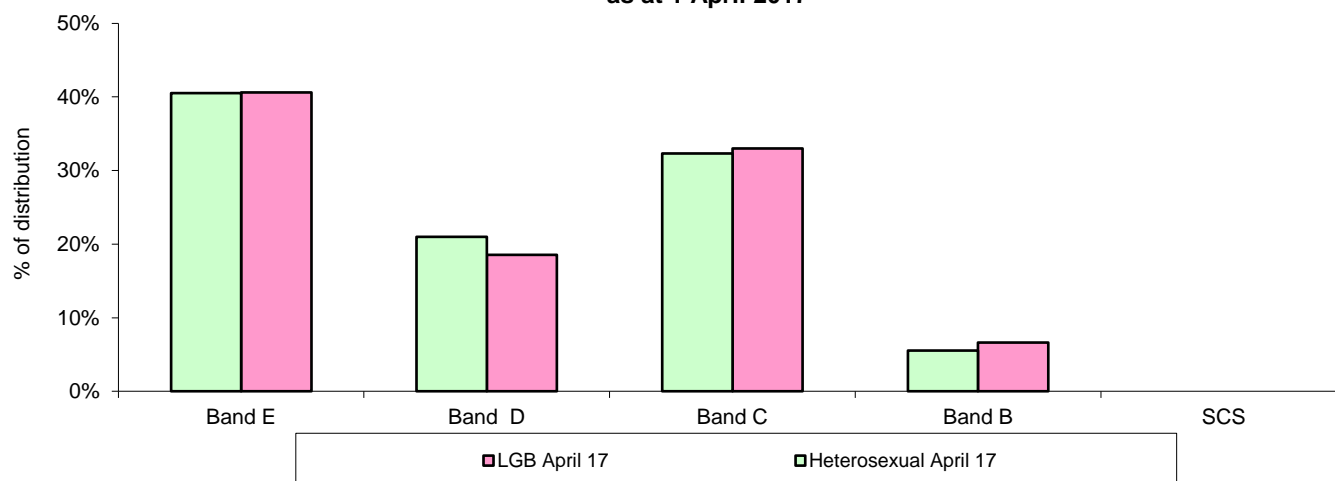
Headcount:

	LGB Representation by Broader Banded Grade (Number and Rate)				
	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17
Core MOD Total	550	540	530 II	440	470
	1.7	1.7	1.7 II	1.9	2.0
Non-Industrial	480	470	470 II	390	420
	1.7	1.7	1.8 II	1.9	2.1
SCS	~	~	~ II	~	~
	~	~	~ II	~	~
Band B	20	30	30 II	30	30
	1.6	1.8	1.9 II	2.7	2.5
Band C	170	160	170 II	120	140
	1.7	1.6	1.6 II	1.8	2.1
Band D	100	110	100 II	80	80
	1.7	1.9	1.8 II	2.0	1.8
Band E	180	170	170 II	160	170
	1.7	1.7	1.8 II	1.9	2.1
Industrial	70	60	60 II	50	50
	..	..	.. II	..	..
Skill Zones 1-4	60	60	50 II	40	40
	1.4	1.4	.. II	..	..
Other Industrials	10	10	10 II	10	10
	..	..	.. II	..	..

Source: Defence Statistics (Civilian)

To note: Data comparisons with April 2016 and 2017 data cannot be made with previous annual April 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.

Comparison of Heterosexual & LGB distributions across grade bands as at 1 April 2017



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

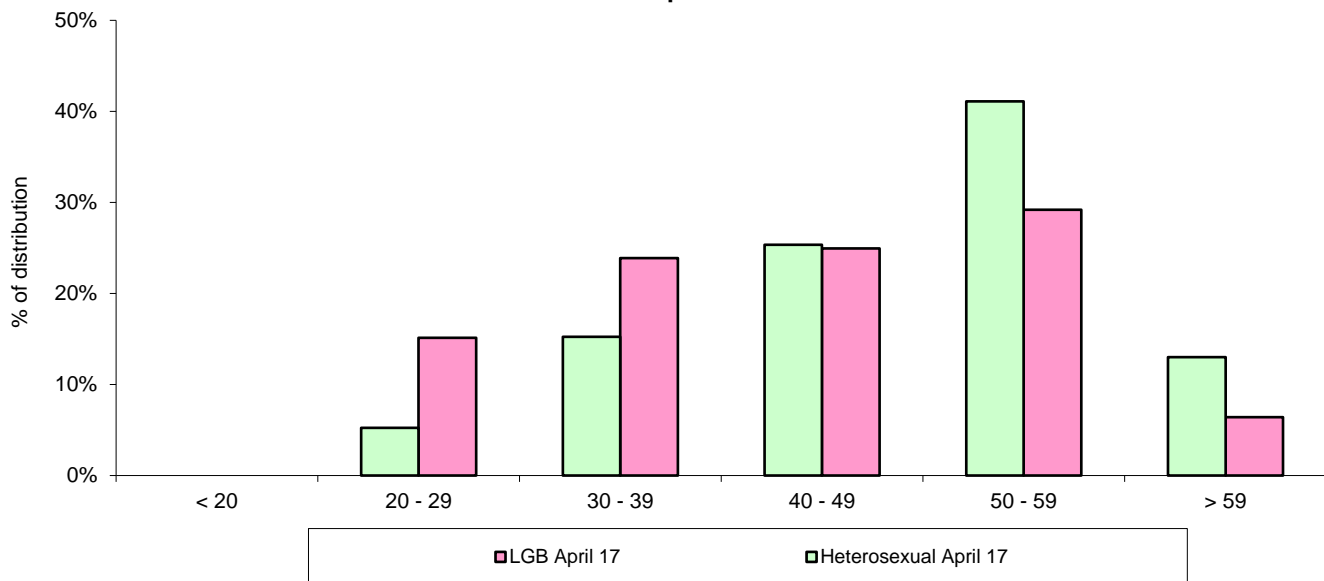
Headcount:

	LGB Representation by Age Range (Number and Rate)				
	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17
Core MOD Total	550	540	530 II	440	470
	1.7	1.7	1.7 II	1.9	2.0
< 20	-	~	~ II	~	~
	-	~	~ II	~	~
20 - 29	70	70	60 II	60	70
	2.7	2.7	2.8 II	~	~
30 - 39	110	110	120 II	100	110
	2.1	2.3	2.4 II	2.9	3.2
40 - 49	200	190	170 II	130	120
	1.9	1.9	1.9 II	2.0	2.0
50 - 59	130	130	150 II	120	140
	1.2	1.2	1.3 II	1.3	1.5
> 59	40	40	30 II	30	30
	1.1	1.0	0.9 II	0.9	1.0

Source: Defence Statistics (Civilian)

To note: Data comparisons with April 2016 and 2017 data cannot be made with previous annual April 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.

Comparison of Heterosexual & LGB distributions across age ranges as at 1 April 2017



Section 4.3 - Civilian personnel by sexual orientation and grade

	Headcount				
	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17
Core MOD TLB Personnel	49,470	47,970	48,180 II	36,860	36,560
Non-Industrial	41,700	40,320	40,850 II	31,380	31,550
Heterosexual	27,920	26,750	26,520 II	19,830	19,780
Senior Civil Service and equivalent	160	160	160 II	120	120
Pay Band B	1,420	1,500	1,730 II	1,010	1,100
Pay Band C	9,800	9,870	9,990 II	6,330	6,390
Pay Band D	5,910	5,660	5,450 II	4,160	4,140
Pay Band E	10,610	9,540	9,170 II	8,190	8,010
Other non-industrial	20	20	20 II	20	20
Lesbian/Gay/Bisexual	480	470	470 II	390	420
Senior Civil Service and equivalent	~	~	~ II	~	~
Pay Band B	20	30	30 II	30	30
Pay Band C	170	160	170 II	120	140
Pay Band D	100	110	100 II	80	80
Pay Band E	180	170	170 II	160	170
Other non-industrial	-	~	- II	-	~
Undeclared	13,300	13,090	13,860 II	11,160	11,340
Senior Civil Service and equivalent	80	80	90 II	80	80
Pay Band B	840	880	1,000 II	730	750
Pay Band C	5,000	4,980	5,160 II	3,530	3,520
Pay Band D	2,450	2,530	2,760 II	2,170	2,210
Pay Band E	4,910	4,560	4,790 II	4,610	4,720
Other non-industrial	20	50	50 II	50	50
Industrial	7,770	7,660	7,330 II	5,470	5,020
Heterosexual	4,540	4,420	4,140 II	3,010	2,750
Lesbian/Gay/Bisexual	70	60	60 II	50	50
Undeclared	3,170	3,180	3,140 II	2,410	2,220

Representation of Lesbian/Gay/Bisexual civilian personnel as a percentage of total excluding unknown and undeclared

	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17
Core MOD TLB Total	1.7	1.7	1.7 II	1.9	2.0
Core Non-Industrial TLB total	1.7	1.7	1.8 II	1.9	2.1
Senior Civil Service and equivalent	~	~	~ II	~	~
Pay Band B	1.6	1.8	1.9 II	~	~
Pay Band C	1.7	1.6	1.6 II	1.8	2.1
Pay Band D	1.7	1.9	1.8 II	2.0	1.8
Pay Band E	1.7	1.7	1.8 II	1.9	2.1
Other non-industrial	-	-	~ II	-	~
Core Industrial TLB Grades	~	~	~ II	~	~

Sexual Orientation declaration rate as a percentage of Core MOD TLB total civilian personnel

	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17
Core MOD TLB Total	66.7	66.1	64.7 II	63.2	62.9
Core Non-Industrial TLB total	68.1	67.5	66.1 II	64.4	64.0
Senior Civil Service and equivalent	~	~	~ II	~	~
Pay Band B	63.1	63.4	63.7 II	~	~
Pay Band C	66.6	66.8	66.3 II	64.6	64.9
Pay Band D	71.1	69.5	66.8 II	66.2	65.6
Pay Band E	68.7	68.0	66.1 II	64.4	63.4
Other non-industrial	-	-	~ II	-	-
Core Industrial TLB Grades	~	~	~ II	~	~

Source: Defence Statistics (Civilian)

See Background Notes for further detail.

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

Headcount:

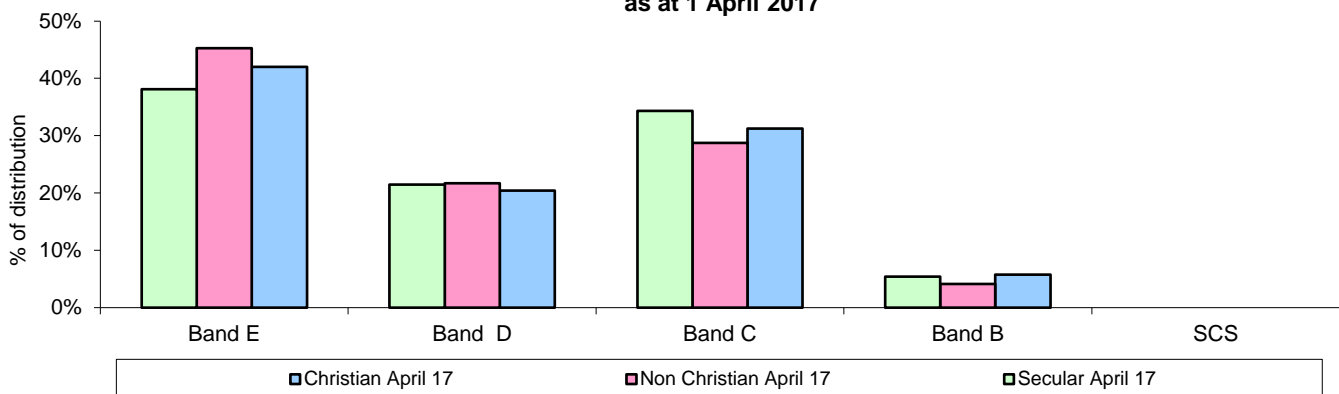
	Religion/Belief Representation by Non-Industrial and Industrial (Number and Rate)				
	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17
Core MOD Total	33,270	31,770	31,070 II	23,240	22,820
Christian	23,350 70.2	22,050 69.4	21,310 II 68.6 II	16,190 69.6	15,600 68.4
Non-Christian	1,710 5.1	1,620 5.1	1,560 II 5.0 II	1,200 5.2	1,190 5.2
Secular	8,210 24.7	8,110 25.5	8,200 II 26.4 II	5,850 25.2	6,030 26.4
Non Industrial	28,660	27,310	26,900 II	20,200	20,040
Christian	20,070 70.0	18,880 69.1	18,350 II 68.2 II	14,010 69.3	13,610 67.9
Non-Christian	1,460 5.1	1,380 5.1	1,340 II 5.0 II	1,030 5.1	1,040 5.2
Secular	7,130 24.9	7,040 25.8	7,210 II 26.8 II	5,160 25.6	5,380 26.9
Industrial	4,600	4,460	4,170 II	3,040	2,790
Christian	3,280 ..	3,160 ..	2,960 II .. II	2,180 ..	1,990 ..
Non-Christian	240 ..	230 ..	220 II .. II	170 ..	150 ..
Secular	1,080 ..	1,070 ..	1,000 II .. II	690 ..	650 ..

Source: Defence Statistics (Civilian)

To note: Data comparisons with April 2016 and 2017 data cannot be made with previous annual April 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.

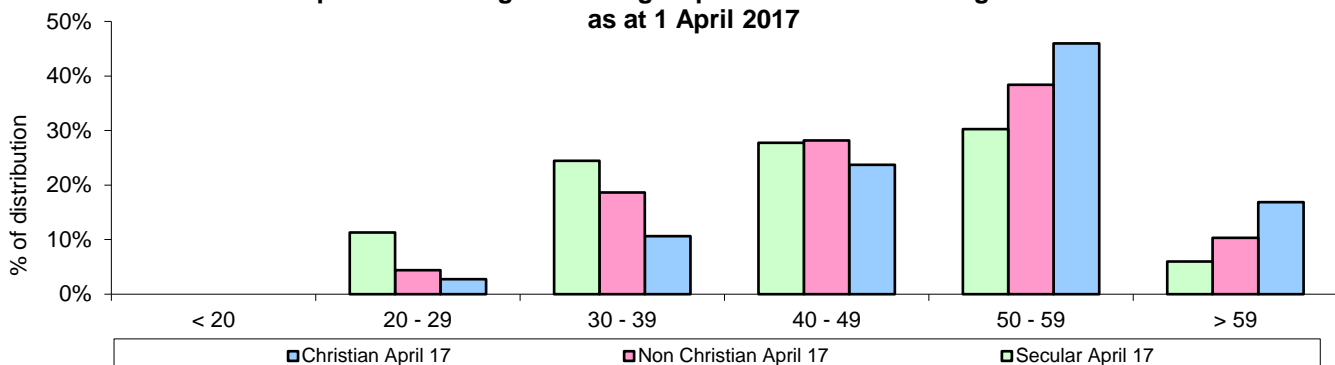
Section 5.1 - Religion/Belief representation of core MOD civilian personnel by grade.

Comparison of Religion/Belief group distributions across grade bands as at 1 April 2017



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

Comparison of Religion/Belief group distributions across grade bands as at 1 April 2017



Section 5.2 - Civilian personnel by religion and grade

	Headcount				
	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17
Core MOD TLB Personnel	49,470	47,970	48,180 II	36,860	36,560
Non-Industrial	41,700	40,320	40,850 II	31,380	31,550
Christian	20,070	18,880	18,350 II	14,010	13,610
Senior Civil Service and equivalent	100	100	100 II	80	80
Pay Band B	1,020	1,070	1,190 II	730	780
Pay Band C	6,860	6,740	6,700 II	4,350	4,250
Pay Band D	4,090	3,860	3,660 II	2,850	2,770
Pay Band E	7,990	7,100	6,690 II	5,990	5,710
Other non-industrial	10	10	10 II	10	20
Non-Christian Religion	1,460	1,380	1,340 II	1,030	1,040
Senior Civil Service and equivalent	~	~	~ II	~	~
Pay Band B	60	60	70 II	40	40
Pay Band C	420	420	420 II	300	300
Pay Band D	280	280	250 II	210	230
Pay Band E	700	620	600 II	480	470
Other non-industrial	-	-	- II	-	-
Secular	7,130	7,040	7,210 II	5,160	5,380
Senior Civil Service and equivalent	50	50	60 II	40	40
Pay Band B	360	380	480 II	260	290
Pay Band C	2,660	2,800	2,910 II	1,730	1,840
Pay Band D	1,660	1,610	1,570 II	1,140	1,160
Pay Band E	2,400	2,200	2,190 II	1,980	2,050
Other non-industrial	~	~	~ II	~	~
Undeclared	13,030	13,000	13,960 II	11,180	11,510
Senior Civil Service and equivalent	90	80	100 II	80	80
Pay Band B	850	900	1,030 II	740	760
Pay Band C	5,020	5,050	5,290 II	3,600	3,660
Pay Band D	2,430	2,550	2,830 II	2,230	2,280
Pay Band E	4,620	4,350	4,650 II	4,500	4,670
Other non-industrial	20	60	60 II	50	60
Industrial	7,770	7,660	7,330 II	5,470	5,020
Christian	3,280	3,160	2,960 II	2,180	1,990
Non-Christian Religion	240	230	220 II	170	150
Secular	1,080	1,070	1,000 II	690	650
Undeclared	3,170	3,200	3,160 II	2,430	2,230

Representation of Christian civilian personnel as a percentage of total excluding unknown and undeclared

	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17
Core MOD TLB Total	70.2	69.4	68.6 II	69.6	68.4
Core Non-Industrial TLB total	70.0	69.1	68.2 II	69.3	67.9
Senior Civil Service and equivalent	63.8	63.5	63.1 II	63.0	..
Pay Band B	71.0	70.7	68.8 II	..	..
Pay Band C	69.0	67.6	66.7 II	68.2	66.4
Pay Band D	67.8	67.2	66.7 II	67.9	66.8
Pay Band E	72.0	71.6	70.6 II	70.8	69.4
Other non-industrial	..	..	.. II	..	..
Core Industrial TLB Grades	..	..	.. II	..	..

Religious declaration rate as a percentage of Core MOD TLB total civilian personnel

	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17
Core MOD TLB Total	67.2	66.2	64.5 II	63.1	62.4
Core Non-Industrial TLB total	68.7	67.7	65.8 II	64.4	63.5
Senior Civil Service and equivalent	62.6	65.3	62.7 II	62.9	..
Pay Band B	62.7	62.6	62.7 II	..	..
Pay Band C	66.4	66.3	65.5 II	63.9	63.6
Pay Band D	71.3	69.2	66.0 II	65.3	64.6
Pay Band E	70.6	69.5	67.1 II	65.3	63.8
Other non-industrial	..	..	.. II	..	..
Core Industrial TLB Grades	..	..	.. II	..	..

Source: Defence Statistics (Civilian)

See Background Notes for further detail.

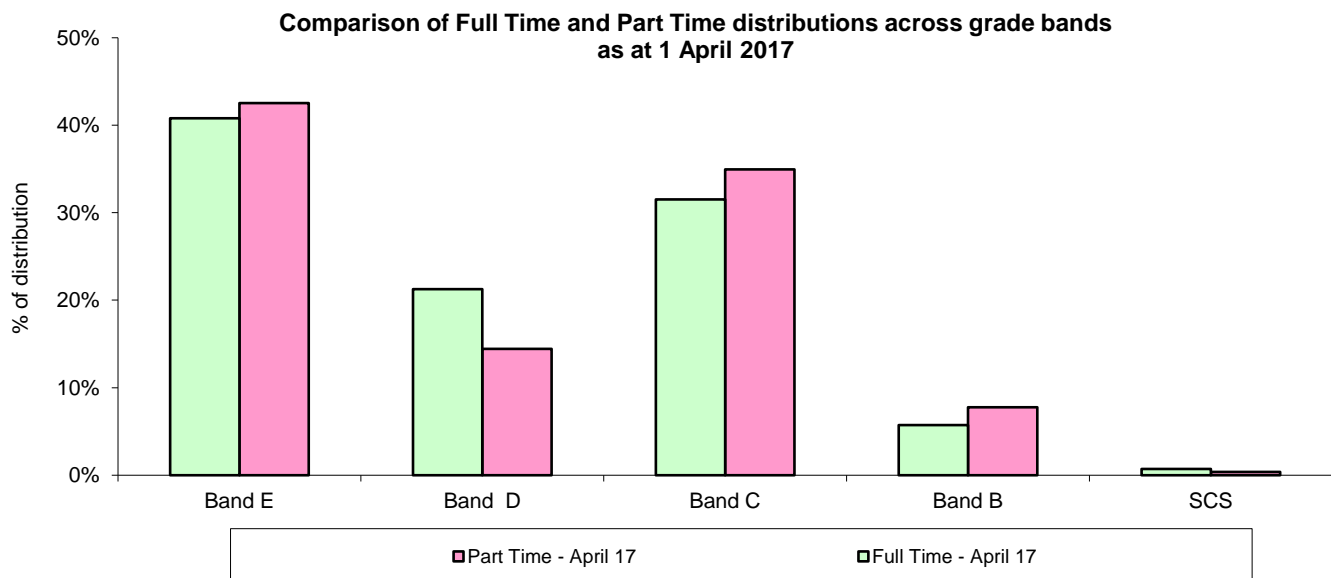
Section 6.1 - Full-Time/Part-Time representation of core MOD civilian personnel by grade

Headcount:

	Part-Time Representation by Broader Banded Grade (Number and Rate)				
	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17
Core MOD Total	4,770	4,750	4,850 II	3,890	4,000
	9.6	9.9	10.1 II	10.6	11.0
Non-Industrial	4,440	4,420	4,520 II	3,640	3,770
	10.7	11.0	11.1 II	11.6	12.0
SCS	10	20	20 II	10	10
	4.5	7.1	7.5 II	6.9	6.7
Band B	240	260	290 II	270	290
	10.7	10.9	10.4 II	15.2	15.5
Band C	1,670	1,710	1,780 II	1,280	1,310
	11.1	11.4	11.6 II	12.8	13.1
Band D	680	660	680 II	520	540
	8.0	8.0	8.2 II	8.1	8.4
Band E	1,830	1,760	1,740 II	1,550	1,600
	11.7	12.3	12.3 II	12.0	12.4
Industrial	320	330	330 II	250	230
	4.2	4.3	4.5 II	4.6	4.6
Skill Zones 1-4	320	330	330 II	250	230
	4.7	4.9	5.2 II	5.4	5.4
Other Industrials	-	-	- II	-	-
	-	-	- II	-	-

Source: Defence Statistics (Civilian)

To note: Data comparisons with April 2016 and 2017 data cannot be made with previous annual April 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.



Section 6.2 - Full-Time/Part-Time representation of core MOD civilian personnel by age range

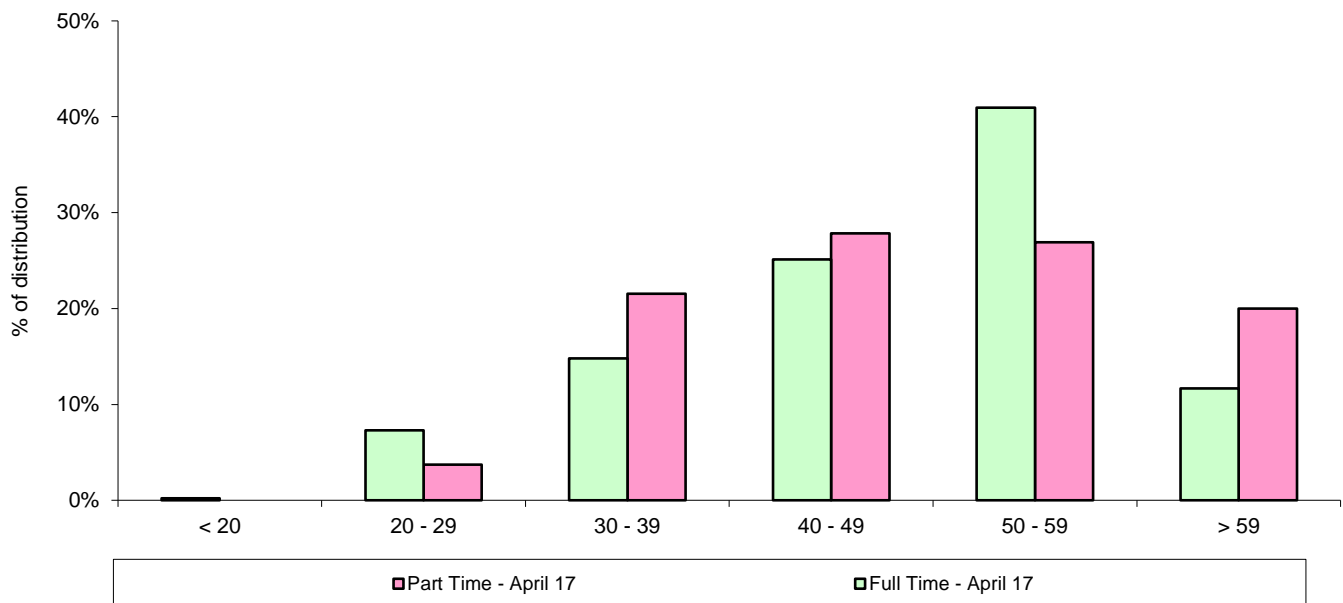
Headcount:

	Part-Time Representation by Age Range (Number and Rate)				
	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17
Core MOD Total	4,770	4,750	4,850 II	3,890	4,000
	9.6	9.9	10.1 II	10.6	11.0
< 20	10	10	~ II	-	-
	7.6	7.6	~ II	-	-
20 - 29	270	240	230 II	170	150
	7.5	6.8	6.1 II	7.2	5.9
30 - 39	1,030	1,020	1,050 II	810	860
	13.8	14.0	14.2 II	14.9	15.2
40 - 49	1,680	1,600	1,500 II	1,150	1,120
	10.6	10.9	11.0 II	11.4	12.0
50 - 59	1,100	1,120	1,210 II	1,050	1,080
	6.4	6.6	6.8 II	7.3	7.5
> 59	690	760	860 II	710	800
	12.8	14.5	15.9 II	15.7	17.4

Source: Defence Statistics (Civilian)

To note: Data comparisons with April 2016 and 2017 data cannot be made with previous annual April 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.

Comparison of Full Time and Part Time distributions across age ranges as at 1 April 2017



Section 7.1 - Age Range of core MOD civilian personnel

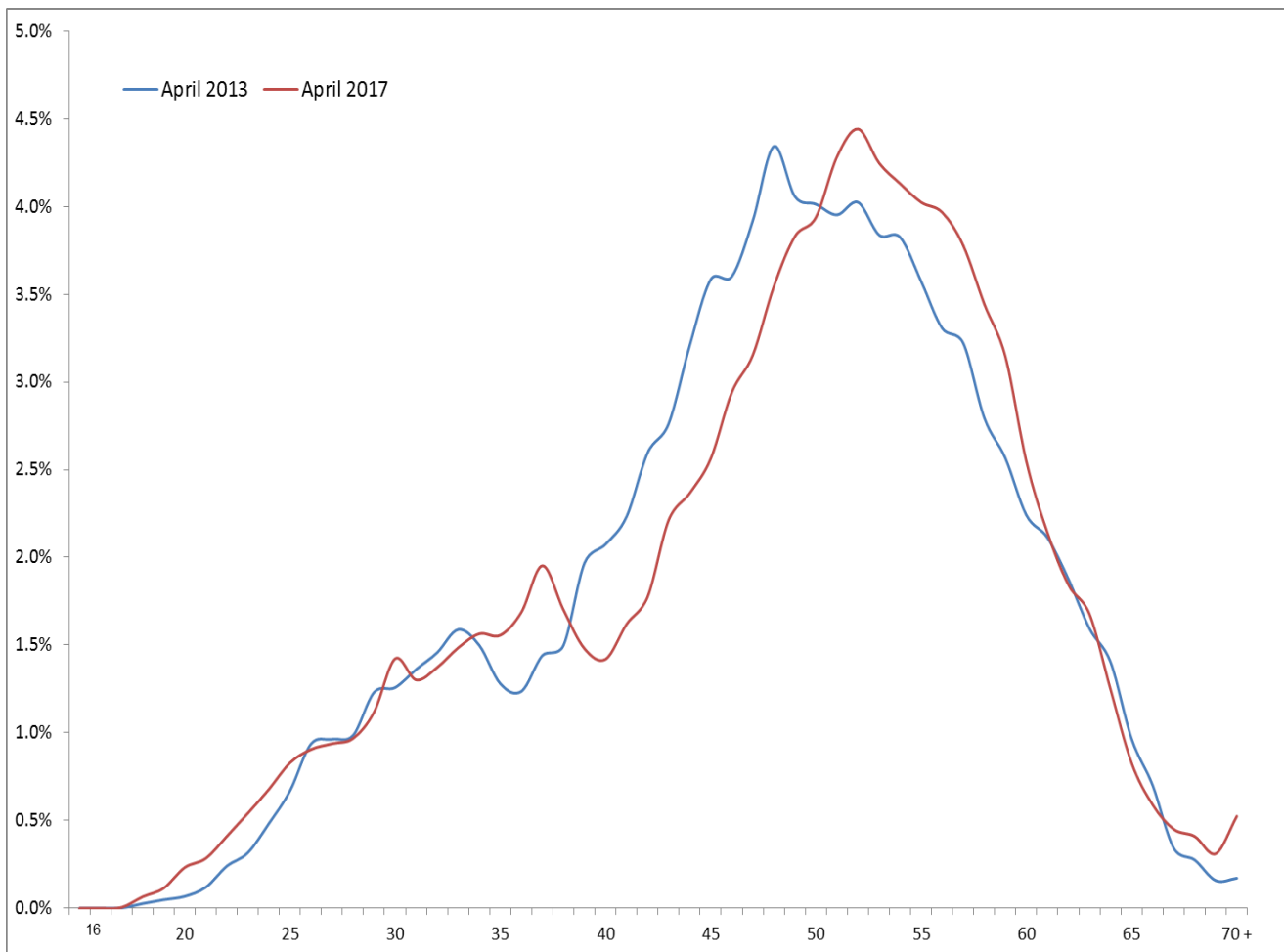
Headcount:

	Age Range (Number and Proportion)				
	Apr-13	Apr-14	Apr-15	Apr-16	Apr-17
Core MOD Total	49,470	47,970	48,180 II	36,860	36,560
< 20	80 0.2	90 0.2	150 II 0.3 II	60 0.2	70 0.2
20 - 29	3,570 7.2	3,580 7.5	3,750 II 7.8 II	2,370 6.4	2,520 6.9
30 - 39	7,470 15.1	7,270 15.2	7,370 II 15.3 II	5,440 14.7	5,680 15.5
40 - 49	15,810 32.0	14,670 30.6	13,700 II 28.4 II	10,080 27.4	9,300 25.4
50 - 59	17,190 34.8	17,100 35.7	17,820 II 37.0 II	14,370 39.0	14,400 39.4
> 59	5,350 10.8	5,250 10.9	5,400 II 11.2 II	4,530 12.3	4,600 12.6

Source: Defence Statistics (Civilian)

To note: Data comparisons with April 2016 and 2017 data cannot be made with previous annual April 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.

Age Profile of core MOD civilian personnel, as at 1 April 2013 and 1 April 2017



Symbols and Conventions

Symbols

||	discontinuity in time series
~	fewer than five
..	not available
–	zero or rounded to zero
<	less than
>	more than

Italic figures are used for percentages and other rates, except where otherwise indicated.

All percentages are calculated from headcount totals (part time equivalent to one person), from unrounded figures and are shown to 1 decimal place.

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.

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 “..”.

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.

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.

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’.

Background notes

1. Structural changes to the Top Level Budget areas have occurred during the time-series covered by this publication. In some cases this means that figures are not directly comparable across the whole period. To aid understanding of these changes and how they have impacted upon the figures the detail of these changes is provided here:

Defence Equipment and Support (DE&S) changed status as at 1 April 2015 and was reclassified as a Bespoke Trading Entity. It is reported outside Civilian level 1, but within level 0. Prior to this it was categorised as a Top Level Budgetary Area, which was part of the Civilian Level 1 total. For reporting purposes, DE&S will be reported as an extant TLB as at 1 April 2015 to allow comparable analysis of DE&S across the SDSR period covering 1 April 2010 to 1 April 2015. Civilian personnel strength for DE&S from 01 July 2015 onwards will be reported as a Bespoke Trading Entity.

2. This publication includes four diversity data tables that were previously in 'Statistical Series 2 – Personnel Bulletin 2.02 – Civilian Personnel'. This publication ceased after 2015 following Secretary of State approval and public consultation. These tables provide information on grade by different diversity variables.

For tables 2.2, 3.3, 4.3 and 5.2 the following notes apply:

i. Core MOD TLB total is defined as personnel employed in MOD Main Core TLBs and excludes personnel employed in Trading Funds, DE&S Bespoke Trading Entity, Royal Fleet Auxiliary and Locally engaged civilians.

ii. Grade equivalent is shown in terms of the broader banding structure and is based on paid grade. Senior Civil Service totals include personnel outside the Senior Civil Service but of equivalent grade, primarily Senior Medical Specialist and Fee Paid consultants.

iii. Declaration rates are based on all known positive declarations, excluding those who select "choose not to declare" or have not responded.

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	Senior Management
SCS – Senior Civil Service	SCS – Senior Civil Service
Other Management Grades	Other Management Grades
B1 & equivalents	Grade 6
B2 & equivalents	Grade 7
C1 & equivalents	SEO - Senior Executive Officer
C2 & equivalents	HEO - Higher Executive Officer
D & equivalents	EO - Executive Officer
Administrative Grades	Administrative Grades
E1 & equivalents	AO - Administrative Officer
E2 & equivalents	AA - Administrative Assistant

Further Information

Contact Us

Defence Statistics welcome feedback on our statistical products. If you have any comments or questions about this publication or about our statistics in general, you can contact us as follows:

Defence Statistics (Civilian Personnel)

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<https://www.gov.uk/make-a-freedom-of-information-request/the-freedom-of-information-act>

Other contact points within Defence Statistics are:

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Army Manpower	01264 886175	DefStrat-Stat-Army-Hd@mod.uk
RAF Manpower	01494 496822	DefStrat-Stat-Air-Hd@mod.uk
Tri-Service Manpower	020 7807 8896	DefStrat-Stat-Tri-Hd@mod.uk
Civilian Manpower	020 7218 1359	DefStrat-Stat-Civ-Hd@mod.uk
Health Information	030 6798 4423	DefStrat-Stat-Health-Hd@mod.uk

Please note that these email addresses may change later in the year.

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