



Ministry of Defence

Civilian Personnel Biannual Diversity Dashboard 1 October 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

Female representation rate at 1 October 2017 **42.0%**

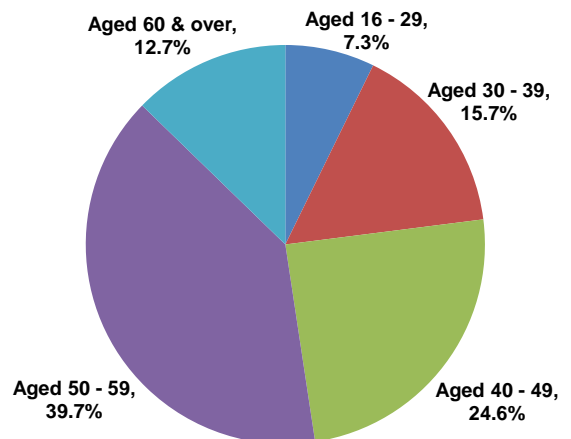
Black, Asian and Minority Ethnic (BAME) representation rate at 1 October 2017 **4.6%**

Lesbian, Gay & Bisexual (LGB) representation rate at 1 October 2017 **2.1%**

Part-time personnel representation rate at 1 October 2017 **11.4%**

Religion representation rate at 1 October 2017	Christian	67.6 per cent
	Non-Christian	5.3 per cent
	Secular	27.0 per cent

Age distribution of personnel
at 1 October 2017



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

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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
Ethnicity	-	BAME
Sexual Orientation	-	LGB
Religion & Faith	-	Non Christian
Disability Status	-	Disabled
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, Executive Agency, 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).

Gender

Female representation
as at 1 October 2017

42.0%

Female representation of Core MOD civilian personnel as at October 2017 was 42.0%. This is a rise of 2.6 percentage points compared with October 2013.

Female representation of Core MOD civilian personnel, as at 1 October 2013 to 2017

	Oct-13	Oct-14	Oct-15	Oct-16	Oct-17
Headcount	14,080	14,940	14,970	15,090	15,300
Proportion of total (%)	39.4	40.0	40.3	41.1	42.0

Grade breakdown

The proportion of females at each grade in October 2017 has increased (with the exception of Band E and Industrial grades which showed slight decreases) compared with October 2013. The largest proportion increases were for Band D, which increased by 5.6 percentage points and for the Senior Civil Service, which increased by 5.4 percentage points.

Female representation of Core MOD civilian personnel by grade, as at 1 October 2017

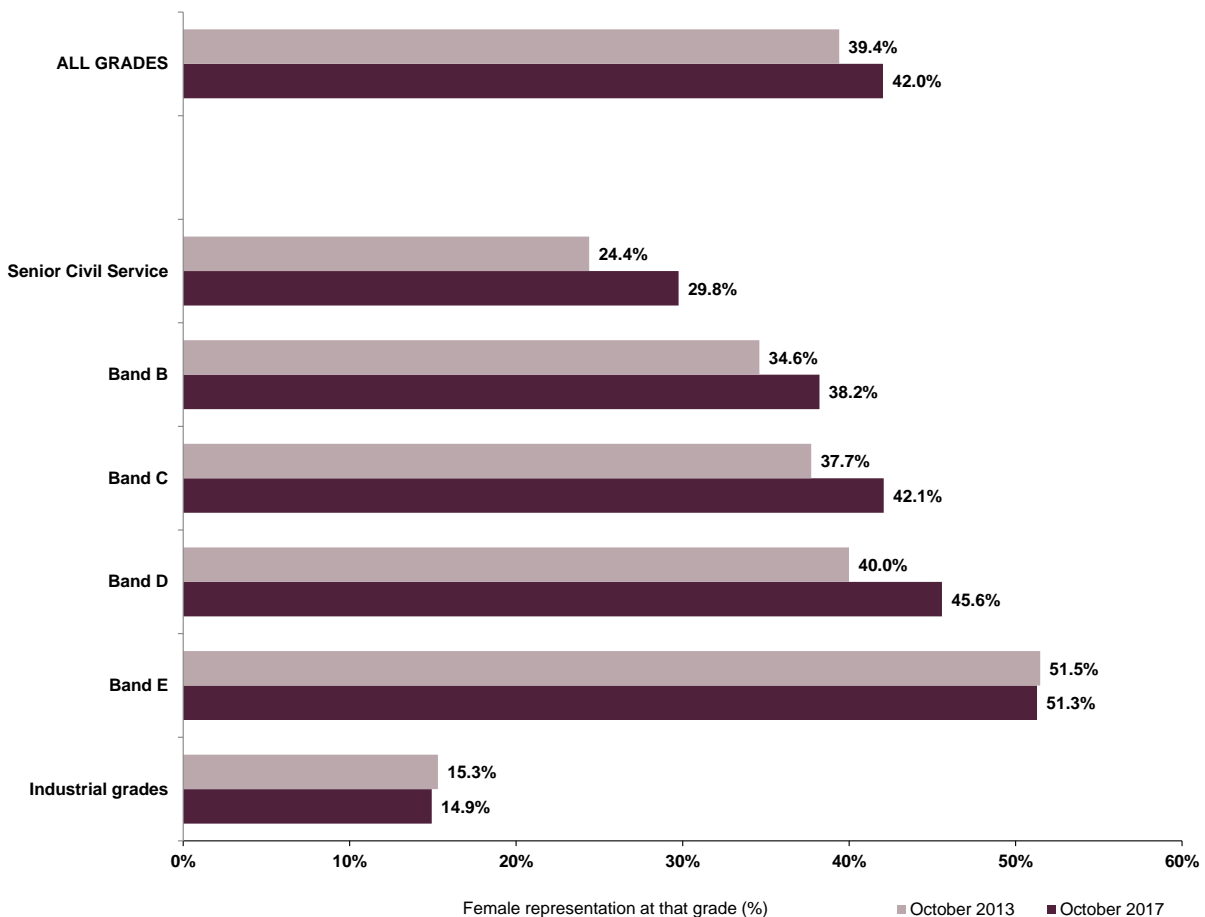


Table 1.1 - Female representation of core MOD civilian personnel by grade

	Headcount				
	Female Representation by Broader Banded Grade (Number and Proportion)				
	Oct-13	Oct-14	Oct-15	Oct-16	Oct-17
Male	21,660	22,400	22,140	21,620	21,100
Female	14,080	14,940	14,970	15,090	15,300
Total	35,740	37,340	37,120	36,710	36,410

of which:

Core MOD Total	14,080	14,940	14,970	15,090	15,300
	39.4	40.0	40.3	41.1	42.0
Non-Industrial	13,150	14,040	14,120	14,310	14,580
	44.3	44.8	44.9	45.5	46.2
SCS	40	50	50	60	60
	24.4	26.4	27.1	30.0	29.8
Band B	440	570	610	680	740
	34.6	35.3	35.3	36.3	38.2
Band C	3,190	3,820	3,910	4,030	4,260
	37.7	39.0	39.3	40.5	42.1
Band D	2,410	2,640	2,700	2,780	2,920
	40.0	40.8	41.9	43.5	45.6
Band E	7,060	6,940	6,820	6,670	6,550
	51.5	52.7	52.3	51.6	51.3
Industrial	930	890	860	780	730
	15.3	14.9	15.0	15.0	14.9

Source: Defence Statistics (Civilian)

Table 1.2 - Female representation of core MOD civilian personnel by age group

	Headcount				
	Female Representation by Age Group (Number and Proportion)				
	Oct-13	Oct-14	Oct-15	Oct-16	Oct-17
Core MOD Total	14,080	14,940	14,970	15,090	15,300
	39.4	40.0	40.3	41.1	42.0
< 20	20	20	20	20	20
	52.9	45.8	47.9	30.6	30.6
20 - 29	1,070	1,140	1,160	1,200	1,270
	51.8	50.7	49.6	49.3	49.4
30 - 39	2,660	2,770	2,750	2,860	2,940
	51.6	51.2	50.8	51.2	51.4
40 - 49	4,960	5,110	4,780	4,490	4,220
	43.6	44.9	45.4	46.0	47.1
50 - 59	4,420	4,860	5,140	5,340	5,530
	34.6	35.2	35.9	37.1	38.3
60 & over	950	1,040	1,120	1,180	1,310
	22.0	23.5	25.1	26.4	28.3

Source: Defence Statistics (Civilian)

Ethnicity

BAME representation as at 1 October 2017

4.6%

BAME representation of Core MOD civilian personnel as at October 2017 was 4.6%. This is a rise of 0.6 percentage points compared with October 2013.

BAME representation of Core MOD civilian personnel, as at 1 October 2013 to 2017

	Oct-13	Oct-14	Oct-15	Oct-16	Oct-17
Headcount	1,230	1,280	1,280	1,290	1,340
Proportion of total (%)	4.0	4.0	4.1	4.3	4.6

Grade distribution

As at October 2017, the distribution of BAME and White personnel across grade was broadly similar for all Non-industrial grades. For Industrial personnel, the proportion of White personnel was 13.4% compared to 7.5% for BAME personnel.

Comparison of BAME and White personnel distributions across grade, as at 1 October 2017

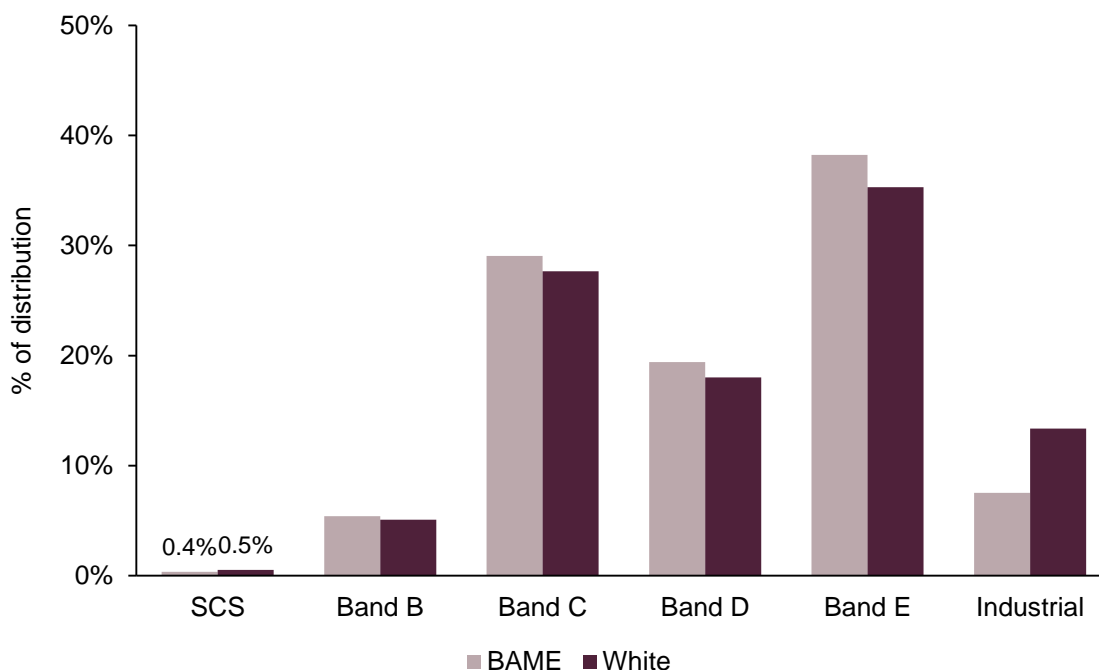


Table 2.1 - BAME representation for core MOD civilian personnel by grade

	Headcount				
	BAME Representation by Broader Banded Grade (Number and Proportion)				
	Oct-13	Oct-14	Oct-15	Oct-16	Oct-17
BAME	1,230	1,280	1,280	1,290	1,340
White	29,720	30,460	29,790	28,850	27,990
Choose Not To Declare	1,100	1,190	1,160	1,160	1,120
Undeclared	3,690	4,400	4,880	5,420	5,950
Total	35,740	37,340	37,120	36,710	36,410

of which:

Core MOD Total	1,230	1,280	1,280	1,290	1,340
	4.0	4.0	4.1	4.3	4.6
Non-Industrial	1,120	1,160	1,170	1,180	1,240
	4.3	4.3	4.4	4.6	4.9
SCS	~	~	~	10	~
	~	~	~	3.8	~
Band B	50	60	60	60	70
	4.9	4.4	4.3	4.4	4.8
Band C	310	350	360	370	390
	4.5	4.4	4.4	4.6	4.8
Band D	190	220	230	230	260
	3.6	3.9	4.2	4.3	4.9
Band E	550	520	510	510	510
	4.5	4.5	4.6	4.7	4.9
Industrial	120	120	110	100	100
	2.4	2.6	2.4	2.4	2.6

Source: Defence Statistics (Civilian)

Table 2.2 - BAME representation for core MOD civilian personnel by age group

	Headcount				
	BAME Representation by Age Group (Number and Proportion)				
	Oct-13	Oct-14	Oct-15	Oct-16	Oct-17
Core MOD Total	1,230	1,280	1,280	1,290	1,340
	4.0	4.0	4.1	4.3	4.6
< 20	-	-	~	~	10
	-	-	~	~	~
20 - 29	80	80	80	80	90
	4.5	5.2	5.1	5.2	6.3
30 - 39	240	260	250	260	280
	5.4	5.7	5.7	6.1	6.6
40 - 49	440	420	400	380	350
	4.5	4.3	4.5	4.7	4.8
50 - 59	380	410	420	440	470
	3.4	3.4	3.4	3.6	3.8
60 & over	100	110	120	120	140
	2.5	2.8	3.2	3.1	3.6

Source: Defence Statistics (Civilian)

Sexual orientation

LGB representation
as at 1 October 2017

2.1%

LGB representation of Core MOD civilian personnel as at 1 October was 2.1%. This is a rise of 0.4 percentage points compared with October 2013.

LGB representation of Core MOD civilian personnel, as at 1 October 2013 to 2017

	Oct-13	Oct-14	Oct-15	Oct-16	Oct-17
Headcount	390	410	420	460	490
Proportion of total (%)	1.7	1.7	1.8	2.0	2.1

Grade distribution

As at October 2017, the distribution of LGB and Heterosexual personnel across grade was broadly similar for all Non-industrial and Industrial grades.

Comparison of LGB and Heterosexual personnel distributions across grade, as at 1 October 2017

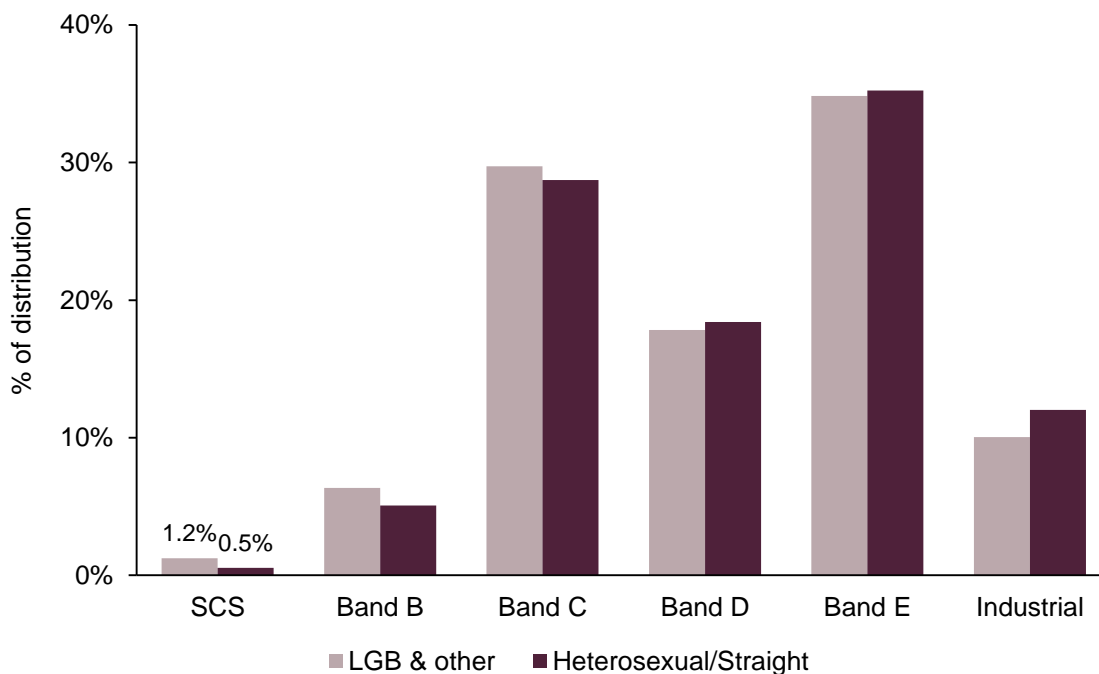


Table 3.1 - Sexual Orientation representation of core MOD civilian personnel by grade

	Headcount				
	LGB Representation by Broader Banded Grade (Number and Proportion)				
	Oct-13	Oct-14	Oct-15	Oct-16	Oct-17
LGB & Other	390	410	420	460	490
Heterosexual/Straight	22,930	23,820	23,200	22,720	22,390
Choose not to declare	5,710	5,750	5,370	4,970	4,590
Unknown	6,720	7,360	8,120	8,560	8,940
Total	35,740	37,340	37,120	36,710	36,410

of which:

Core MOD Total	390	410	420	460	490
	1.7	1.7	1.8	2.0	2.1
Non-Industrial	340	360	370	410	440
	1.7	1.7	1.8	2.0	2.2
SCS	~	~	~	10	10
	~	~	~	4.6	4.7
Band B	20	20	30	30	30
	2.1	2.0	2.5	2.6	2.7
Band C	90	100	110	130	140
	1.6	1.6	1.7	2.0	2.2
Band D	70	80	80	80	90
	1.7	1.9	1.8	1.9	2.1
Band E	160	150	150	160	170
	1.7	1.7	1.8	2.0	2.1
Industrial	50	50	50	50	50

Source: Defence Statistics (Civilian)

Table 3.2 - Sexual Orientation representation of core MOD civilian personnel by age group

	Headcount				
	LGB Representation by Age Group (Number and Proportion)				
	Oct-13	Oct-14	Oct-15	Oct-16	Oct-17
Core MOD Total	390	410	420	460	490
	1.7	1.7	1.8	2.0	2.1
< 20	~	~	~	~	~
	~	~	~	~	~
20 - 29	40	40	50	60	80
	2.8	3.3	3.8	5.0	6.3
30 - 39	80	90	90	110	120
	2.4	2.4	2.7	3.1	3.4
40 - 49	150	140	130	120	120
	2.0	1.8	2.0	2.0	2.1
50 - 59	100	110	120	130	140
	1.2	1.3	1.3	1.4	1.5
60 and over	20	20	30	30	30
	0.9	0.8	1.0	0.9	1.1

Source: Defence Statistics (Civilian)

Religion / Belief

Religion / Belief representation as at 1 October 2017

Christian	67.6%
Non-Christian	5.3%
Secular	27.0%

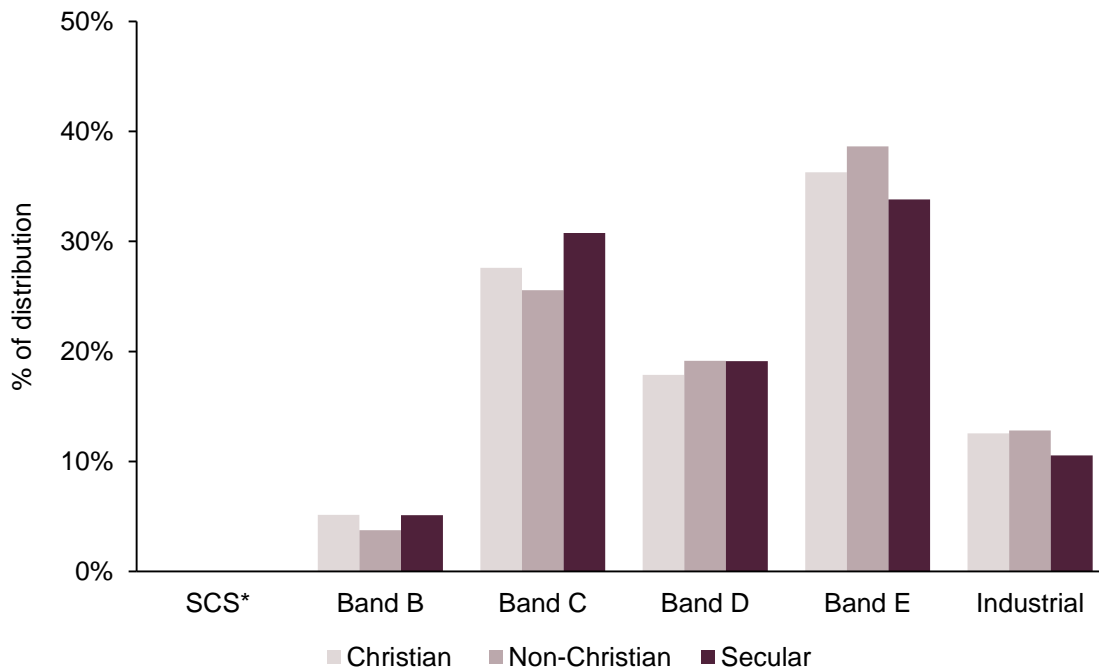
The proportion of Core MOD civilian personnel who self-declared as Christian as at 1 October 2017 was 67.6%. This is a fall of 4.2 percentage points compared with October 2013.

The proportion who self-declared as Non-Christian was 5.3%, a fall of 0.1 percentage points. The proportion who self-declared as Secular was 27.0%, a rise of 4.3 percentage points.

Grade distribution

As at October 2017, the distribution of Religion / Belief group distributions across grade was broadly similar for all Non-industrial and Industrial grades.

Comparison of Religion / Belief group distributions across grade, as at 1 October 2017



*Comparisons by SCS grade are not possible due to small numbers in some of groups.

Table 4.1 - Religion / Belief representation of core MOD civilian personnel by grade

	Headcount				
	Religion/Belief Representation (Number and Proportion)				
	Oct-13	Oct-14	Oct-15	Oct-16	Oct-17
Christian	16,910	17,260	16,540	15,880	15,320
Non Christian	1,260	1,280	1,220	1,180	1,200
Secular	5,370	5,780	5,860	5,970	6,130
Choose Not To Declare	12,200	13,020	13,500	13,680	13,760
Total	35,740	37,340	37,120	36,710	36,410

of which:

Core MOD Total	23,540	24,320	23,620	23,030	22,650
Christian	16,910 71.8	17,260 71.0	16,540 70.0	15,880 68.9	15,320 67.6
Non-Christian	1,260 5.4	1,280 5.3	1,220 5.2	1,180 5.1	1,200 5.3
Secular	5,370 22.8	5,780 23.8	5,860 24.8	5,970 25.9	6,130 27.0

Non Industrial	20,110	20,890	20,440	20,120	19,930
Christian	14,420 71.7	14,790 70.8	14,270 69.8	13,800 68.6	13,400 67.2
Non-Christian	1,080 5.4	1,090 5.2	1,040 5.1	1,020 5.1	1,050 5.3
Secular	4,610 22.9	5,010 24.0	5,130 25.1	5,300 26.3	5,480 27.5

Industrial	3,440	3,420	3,170	2,910	2,720
Christian	2,490 ..	2,460 ..	2,270 ..	2,080 ..	1,920 ..
Non-Christian	190 ..	190 ..	180 ..	160 ..	150 ..
Secular	760 ..	770 ..	720 ..	670 ..	640 ..

Source: Defence Statistics (Civilian)

Disability

Table 5.1 - Disability declaration and representation of core MOD civilian personnel

	Headcount				
	Oct-13	Oct-14	Oct-15	Oct-16	Oct-17
Disability	1,560	1,850	2,080	2,240	2,420
No Disability	12,380	15,440	16,890	17,830	18,370
Undeclared	21,800	20,050	18,150	16,640	15,620
Core MOD Total	35,740	37,340	37,120	36,710	36,410

of which:

Disability	1,400	1,660	1,880	2,040	2,200
No Disability	11,010	13,760	15,040	15,960	16,500
Undeclared	17,270	15,910	14,520	13,470	12,840
Non-Industrial	29,680	31,320	31,430	31,480	31,540

Disability	160	190	200	200	210
No Disability	1,370	1,690	1,850	1,870	1,870
Undeclared	4,530	4,140	3,640	3,170	2,780
Industrial	6,060	6,020	5,690	5,240	4,860

Source: Defence Statistics (Civilian)

To note: Due to the HRMS reset of the disability field on 18 April 2011 to accommodate the new disability reporting requirements, insufficient numbers of personnel have made disability declarations to be able to report disability representation with any statistical validity. In order to provide a robust representation for a diversity field a minimum 60 per cent declaration level is required.

Table 5.2 - Civilian personnel by disability status and grade

	Headcount				
	Oct-13	Oct-14	Oct-15	Oct-16	Oct-17
Core MOD TLB Personnel	35,740	37,340	37,120	36,710	36,410
Non-Industrial	29,680	31,320	31,430	31,480	31,540
No Disability	11,010	13,760	15,040	15,960	16,500
Senior Civil Service and equivalent	70	80	90	110	100
Pay Band B	470	720	830	940	1,030
Pay Band C	3,220	4,480	4,960	5,270	5,540
Pay Band D	2,350	2,940	3,210	3,360	3,470
Pay Band E	4,880	5,510	5,920	6,220	6,320
Other non-industrial	20	20	20	70	40
Disability	1,400	1,660	1,880	2,040	2,200
Senior Civil Service and equivalent	10	10	10	10	10
Pay Band B	40	60	80	80	90
Pay Band C	360	490	580	670	750
Pay Band D	330	380	430	460	480
Pay Band E	660	720	780	820	870
Other non-industrial	~	~	~	~	~
Undeclared	17,270	15,910	14,520	13,470	12,840
Senior Civil Service and equivalent	90	90	90	90	100
Pay Band B	770	830	820	830	820
Pay Band C	4,870	4,840	4,420	4,020	3,840
Pay Band D	3,340	3,140	2,800	2,560	2,460
Pay Band E	8,170	6,960	6,350	5,890	5,580
Other non-industrial	40	50	40	80	40
Industrial	6,060	6,020	5,690	5,240	4,860
No Disability	1,370	1,690	1,850	1,870	1,870
Disability	160	190	200	200	210
Undeclared	4,530	4,140	3,640	3,170	2,780

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

	Percentage				
	Oct-13	Oct-14	Oct-15	Oct-16	Oct-17
Core MOD TLB Total	39.0	46.3	51.1	54.7	57.1
Core Non-Industrial TLB total	41.8	49.2	53.8	57.2	59.3
Senior Civil Service and equivalent	45.7	50.6	52.1	58.0	53.7
Pay Band B	39.8	48.5	52.4	55.3	57.9
Pay Band C	42.4	50.7	55.7	59.6	62.1
Pay Band D	44.6	51.5	56.5	59.8	61.6
Pay Band E	40.4	47.2	51.4	54.4	56.3
Other non-industrial	36.4	30.6	38.5	46.4	51.3
Core Industrial TLB Grades	25.2	31.2	36.1	39.5	42.8

Source: Defence Statistics (Civilian)

Figures in red text are where the declaration rate is below the minimum 60 per cent requirement for the representation to be reported on.

Work status

Part-time representation as at 1 October 2017

11.4%

The proportion of Core MOD civilian personnel who worked part-time as at 1 October 2017 was 11.4%. This is a rise of 1.0 percentage point compared with October 2013.

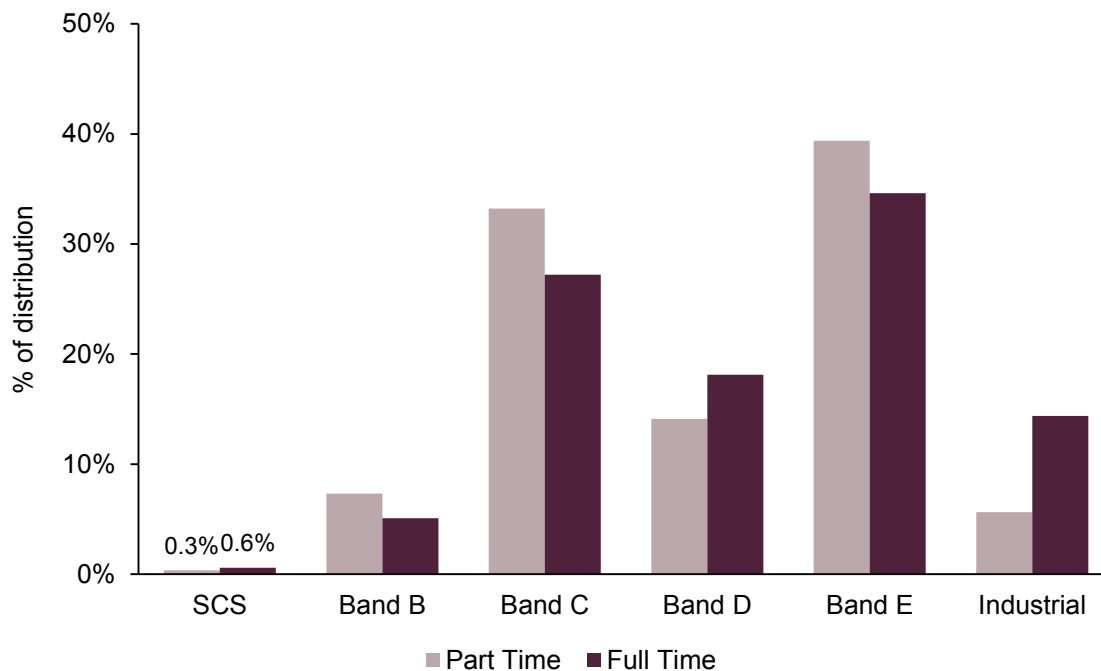
Part-time representation of Core MOD civilian personnel, as at 1 October 2013 to 2017

	Oct-13	Oct-14	Oct-15	Oct-16	Oct-17
Headcount	3,720	4,000	3,930	3,930	4,140
Proportion of total (%)	10.4	10.7	10.6	10.7	11.4

Grade distribution

As at October 2017, the distribution of Part-time and Full-time personnel across grade was broadly similar for Non-Industrial grades. For Industrial personnel, the proportion of Full-time personnel at 14.4% compared with 5.6% of Part-time personnel.

Comparison of Part-time and Full-time personnel distributions across grade, as at 1 October 2017



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 Proportion)				
	Oct-13	Oct-14	Oct-15	Oct-16	Oct-17
Full Time	32,020	33,340	33,190	32,780	32,270
Part Time	3,720	4,000	3,930	3,930	4,140
Total	35,740	37,340	37,120	36,710	36,410

of which:

Core MOD Total	3,720	4,000	3,930	3,930	4,140
	<i>10.4</i>	<i>10.7</i>	<i>10.6</i>	<i>10.7</i>	<i>11.4</i>
Non-Industrial	3,440	3,740	3,660	3,700	3,900
	<i>11.6</i>	<i>11.9</i>	<i>11.6</i>	<i>11.7</i>	<i>12.4</i>
SCS	10	10	10	10	10
	<i>7.9</i>	<i>7.9</i>	<i>6.9</i>	<i>5.3</i>	<i>6.8</i>
Band B	220	250	260	290	300
	<i>17.2</i>	<i>15.2</i>	<i>15.1</i>	<i>15.4</i>	<i>15.5</i>
Band C	1,180	1,380	1,290	1,280	1,370
	<i>14.0</i>	<i>14.1</i>	<i>13.0</i>	<i>12.8</i>	<i>13.5</i>
Band D	460	510	520	530	580
	<i>7.7</i>	<i>7.8</i>	<i>8.0</i>	<i>8.3</i>	<i>9.1</i>
Band E	1,540	1,570	1,560	1,570	1,620
	<i>11.3</i>	<i>11.9</i>	<i>12.0</i>	<i>12.2</i>	<i>12.7</i>
Industrial	280	260	270	230	230
	<i>4.6</i>	<i>4.3</i>	<i>4.7</i>	<i>4.4</i>	<i>4.8</i>

Source: Defence Statistics (Civilian)

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

	Headcount				
	Part-Time Representation by Age Group (Number and Proportion)				
	Oct-13	Oct-14	Oct-15	Oct-16	Oct-17
Core MOD Total	3,720	4,000	3,930	3,930	4,140
	<i>10.4</i>	<i>10.7</i>	<i>10.6</i>	<i>10.7</i>	<i>11.4</i>
< 20	10	~	~	-	~
	~	~	~	-	~
20 - 29	200	210	180	150	160
	<i>9.9</i>	<i>9.5</i>	<i>7.6</i>	<i>6.1</i>	<i>6.4</i>
30 - 39	800	870	820	860	890
	<i>15.6</i>	<i>16.1</i>	<i>15.2</i>	<i>15.5</i>	<i>15.5</i>
40 - 49	1,270	1,310	1,210	1,110	1,130
	<i>11.2</i>	<i>11.5</i>	<i>11.5</i>	<i>11.4</i>	<i>12.6</i>
50 - 59	870	980	1,030	1,070	1,100
	<i>6.8</i>	<i>7.1</i>	<i>7.2</i>	<i>7.4</i>	<i>7.7</i>
60 and over	560	620	680	740	850
	<i>12.9</i>	<i>14.0</i>	<i>15.3</i>	<i>16.5</i>	<i>18.3</i>

Source: Defence Statistics (Civilian)

Age

Average age
as at 1 October 2017

48.1 years

The average age of Core MOD civilian personnel as at 1 October was 48.1 years. This is a rise of 0.2 years compared with October 2013.

Average age of Core MOD main personnel, as at 1 October 2013 to 2017

	Oct-13	Oct-14	Oct-15	Oct-16	Oct-17
Headcount	35,740	37,340	37,120	36,710	36,410
Average age (years)	47.9	47.9	48.0	48.0	48.1

Age group distribution

Almost two fifths (39.7%) of Core MoD main personnel were aged 50 – 59 years of age as at 1 October 2017. In comparison with October 2013 this age group has increased by 3.8 percentage points. Whilst personnel aged 40 – 49 years of age have fallen by 7.2 percentage points (31.8% to 24.6%).

Age group distribution of Core MOD main personnel, as at 1 October 2017

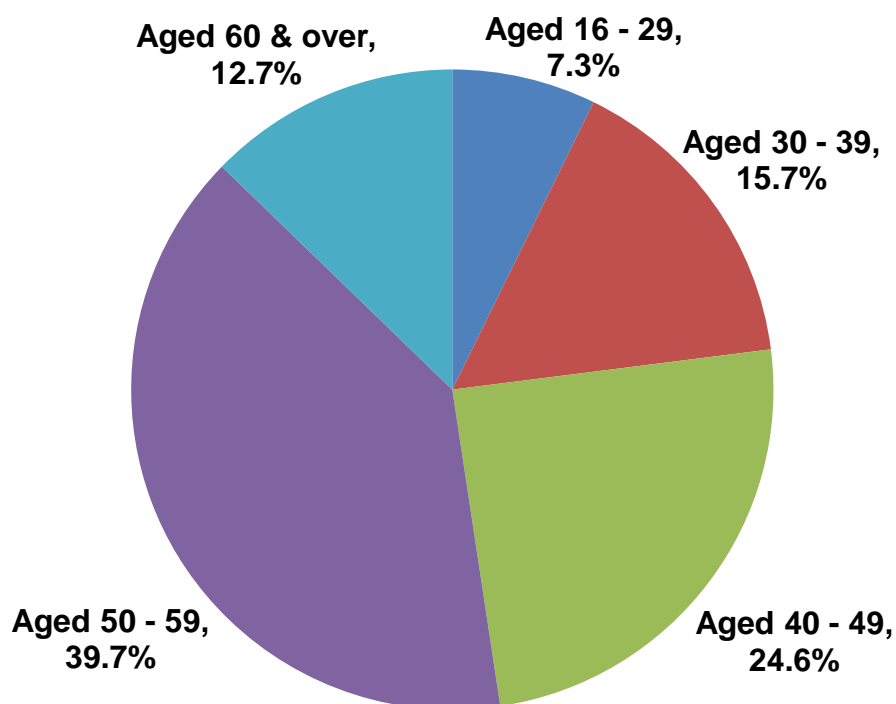


Table 7.1 - Age Group of core MOD civilian personnel

	Age Group (Number and Proportion)				
	Oct-13	Oct-14	Oct-15	Oct-16	Oct-17
	Headcount:				
Core MOD Total	35,740	37,340	37,120	36,710	36,410
< 20	30 0.1	50 0.1	50 0.1	70 0.2	60 0.2
20 - 29	2,060 5.8	2,240 6.0	2,340 6.3	2,430 6.6	2,580 7.1
30 - 39	5,160 14.4	5,410 14.5	5,410 14.6	5,580 15.2	5,730 15.7
40 - 49	11,380 31.8	11,380 30.5	10,540 28.4	9,760 26.6	8,960 24.6
50 - 59	12,800 35.8	13,810 37.0	14,340 38.6	14,380 39.2	14,440 39.7
60 and over	4,310 12.1	4,450 11.9	4,450 12.0	4,490 12.2	4,640 12.7

Source: Defence Statistics (Civilian)

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



Diversity declaration

'Ethnicity', 'Sexual Orientation', 'Religion & Faith', and 'Disability' are based on self-declaration. Each member of personnel can choose from the following options:

One of the available diversity data fields (an active declaration)

Choose not to declare

No response

} No declaration

Declaration rate is the number of personnel who make an 'active declaration' as a proportion of the total personnel. In order to provide a robust representation for a diversity field a minimum 60 per cent declaration level is required.

Declaration rates, as at 1 October 2013 to 2017

	Oct-13	Oct-14	Oct-15	Oct-16	Oct-17	2013 to 2017 ppt change
Ethnicity	86.6%	85.0%	83.7%	82.1%	80.6%	-6.0 ppts
Sexual Orientation	65.2%	64.9%	63.6%	63.1%	62.8%	-2.4 ppts
Religion / Faith	65.9%	65.1%	63.6%	62.7%	62.2%	-3.7 ppts
Disability*	39.0%	46.3%	51.1%	54.7%	57.1%	+18.1 ppts

To note: 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 were requested to re-declare their disability status.

Annex 1A - Gender representation of core MOD civilian personnel by Grade

	Headcount				
	Gender Representation by Broader Banded Grade				
	Oct-13	Oct-14	Oct-15	Oct-16	Oct-17
Male	21,660	22,400	22,140	21,620	21,100
Female	14,080	14,940	14,970	15,090	15,300
Total	35,740	37,340	37,120	36,710	36,410

of which:

Non Industrial

Male	16,520	17,280	17,310	17,170	16,970
Female	13,150	14,040	14,120	14,310	14,580
Total	29,680	31,320	31,430	31,480	31,540

Senior Civil Service

Male	120	130	140	140	140
Female	40	50	50	60	60
Total	160	180	190	210	200

Band B

Male	840	1,050	1,120	1,180	1,200
Female	440	570	610	680	740
Total	1,280	1,620	1,720	1,860	1,940

Band C

Male	5,260	5,990	6,040	5,930	5,870
Female	3,190	3,820	3,910	4,030	4,260
Total	8,450	9,810	9,960	9,960	10,130

Band D

Male	3,610	3,820	3,750	3,600	3,490
Female	2,410	2,640	2,700	2,780	2,920
Total	6,020	6,460	6,450	6,380	6,410

Band E

Male	6,650	6,240	6,230	6,250	6,220
Female	7,060	6,940	6,820	6,670	6,550
Total	13,710	13,180	13,050	12,920	12,770

Industrial

Male	5,140	5,120	4,830	4,450	4,140
Female	930	890	860	780	730
Total	6,060	6,020	5,690	5,240	4,860

Skill Zones 1 - 4

Male	4,360	4,300	4,050	3,720	3,410
Female	920	890	850	780	720
Total	5,280	5,190	4,900	4,500	4,140

Other Industrials

Male	770	830	780	730	720
Female	10	~	~	~	~
Total	780	830	790	740	730

Source: Defence Statistics (Civilian)

Annex 1B - Gender representation of core MOD civilian personnel by Age group

	Headcount				
	Oct-13	Oct-14	Oct-15	Oct-16	Oct-17
Male	21,660	22,400	22,140	21,620	21,100
Female	14,080	14,940	14,970	15,090	15,300
Male	35,740	37,340	37,120	36,710	36,410

of which:

< 20 Years of Age

Male	20	30	20	50	40
Female	20	20	20	20	20
Total	30	50	50	70	60

20 - 29 Years of Age

Male	990	1,100	1,180	1,230	1,300
Female	1,070	1,140	1,160	1,200	1,270
Total	2,060	2,240	2,340	2,430	2,580

30 - 39 Years of Age

Male	2,500	2,640	2,660	2,720	2,790
Female	2,660	2,770	2,750	2,860	2,940
Total	5,160	5,410	5,410	5,580	5,730

40 - 49 Years of Age

Male	6,410	6,280	5,750	5,270	4,740
Female	4,960	5,110	4,780	4,490	4,220
Total	11,380	11,380	10,540	9,760	8,960

50 - 59 Years of Age

Male	8,370	8,950	9,200	9,040	8,900
Female	4,420	4,860	5,140	5,340	5,530
Total	12,800	13,810	14,340	14,380	14,440

60 and over Years of Age

Male	3,360	3,400	3,330	3,310	3,320
Female	950	1,040	1,120	1,180	1,310
Total	4,310	4,450	4,450	4,490	4,640

Source: Defence Statistics (Civilian)

Annex 2A - Ethnicity representation of core MOD civilian personnel by grade

	Ethnicity Representation by Broader Banded Grade					Headcount
	Oct-13	Oct-14	Oct-15	Oct-16	Oct-17	
	BAME	1,230	1,280	1,280	1,290	1,340
White	29,720	30,460	29,790	28,850	27,990	
Undeclared	4,790	5,590	6,050	6,580	7,080	
Total	35,740	37,340	37,120	36,710	36,410	

of which:

Non Industrial

BAME	1,120	1,160	1,170	1,180	1,240
White	24,900	25,740	25,330	24,770	24,250
Undeclared	3,660	4,420	4,930	5,520	6,060
Total	29,680	31,320	31,430	31,480	31,540

Senior Civil Service

BAME	~	~	~	10	~
White	140	150	140	150	150
Undeclared	20	30	40	50	50
Total	160	180	190	210	200

Band B

BAME	50	60	60	60	70
White	970	1,250	1,300	1,380	1,430
Undeclared	260	310	370	410	450
Total	1,280	1,620	1,720	1,860	1,940

Band C

BAME	310	350	360	370	390
White	6,710	7,780	7,850	7,760	7,730
Undeclared	1,430	1,670	1,750	1,820	2,010
Total	8,450	9,810	9,960	9,960	10,130

Band D

BAME	190	220	230	230	260
White	5,200	5,420	5,280	5,120	5,040
Undeclared	630	830	930	1,030	1,120
Total	6,020	6,460	6,450	6,380	6,410

Band E

BAME	550	520	510	510	510
White	11,850	11,110	10,730	10,260	9,870
Undeclared	1,300	1,550	1,810	2,160	2,400
Total	13,710	13,180	13,050	12,920	12,770

Industrial

BAME	120	120	110	100	100
White	4,820	4,730	4,460	4,070	3,740
Undeclared	1,130	1,170	1,110	1,060	1,020
Total	6,060	6,020	5,690	5,240	4,860

Source: Defence Statistics (Civilian)

Annex 2B - Ethnicity representation of core MOD civilian personnel by age group

	Ethnicity Representation by Broader Banded Grade					Headcount
	Oct-13	Oct-14	Oct-15	Oct-16	Oct-17	
	BAME	1,230	1,280	1,280	1,290	1,340
White	29,720	30,460	29,790	28,850	27,990	
Undeclared	4,790	5,590	6,050	6,580	7,080	
Total	35,740	37,340	37,120	36,710	36,410	

of which:

< 20 Years of Age

BAME	-	-	~	~	10
White	20	20	20	30	30
Undeclared	20	30	20	40	30
Total	30	50	50	70	60

20 - 29 Years of Age

BAME	80	80	80	80	90
White	1,580	1,510	1,470	1,380	1,340
Undeclared	410	650	790	970	1,150
Total	2,060	2,240	2,340	2,430	2,580

30 - 39 Years of Age

BAME	240	260	250	260	280
White	4,130	4,230	4,110	4,080	4,040
Undeclared	790	920	1,050	1,240	1,410
Total	5,160	5,410	5,410	5,580	5,730

40 - 49 Years of Age

BAME	440	420	400	380	350
White	9,490	9,360	8,500	7,730	6,920
Undeclared	1,440	1,600	1,630	1,650	1,700
Total	11,380	11,380	10,540	9,760	8,960

50 - 59 Years of Age

BAME	380	410	420	440	470
White	10,850	11,570	11,920	11,820	11,780
Undeclared	1,570	1,840	1,990	2,120	2,190
Total	12,800	13,810	14,340	14,380	14,440

60 and over Years of Age

BAME	100	110	120	120	140
White	3,660	3,780	3,770	3,800	3,890
Undeclared	550	550	560	560	600
Total	4,310	4,450	4,450	4,490	4,640

Source: Defence Statistics (Civilian)

Annex 3A - Sexual Orientation representation of core MOD civilian personnel by grade

	Headcount				
	Sexual Orientation by Broader Banded Grade				
	Oct-13	Oct-14	Oct-15	Oct-16	Oct-17
LGB	390	410	420	460	490
Heterosexual	22,930	23,820	23,200	22,720	22,390
Undeclared	12,420	13,110	13,500	13,530	13,530
Total	35,740	37,340	37,120	36,710	36,410

of which:

Non Industrial

LGB	340	360	370	410	440
Heterosexual	19,550	20,440	20,060	19,850	19,700
Undeclared	9,790	10,520	11,000	11,220	11,400
Total	29,680	31,320	31,430	31,480	31,540

Senior Civil Service

LGB	~	~	~	10	10
Heterosexual	110	110	120	120	120
Undeclared	50	60	70	80	80
Total	160	180	190	210	200

Band B

LGB	20	20	30	30	30
Heterosexual	750	970	1,000	1,070	1,130
Undeclared	520	620	700	760	780
Total	1,280	1,620	1,720	1,860	1,940

Band C

LGB	90	100	110	130	140
Heterosexual	5,330	6,240	6,340	6,380	6,430
Undeclared	3,030	3,460	3,500	3,450	3,560
Total	8,450	9,810	9,960	9,960	10,130

Band D

LGB	70	80	80	80	90
Heterosexual	4,140	4,350	4,210	4,140	4,120
Undeclared	1,810	2,030	2,160	2,160	2,210
Total	6,020	6,460	6,450	6,380	6,410

Band E

LGB	160	150	150	160	170
Heterosexual	9,200	8,740	8,380	8,070	7,880
Undeclared	4,350	4,290	4,520	4,690	4,720
Total	13,710	13,180	13,050	12,920	12,770

Industrial

LGB	50	50	50	50	50
Heterosexual	3,380	3,390	3,140	2,870	2,690
Undeclared	2,640	2,580	2,500	2,320	2,130
Total	6,060	6,020	5,690	5,240	4,860

Source: Defence Statistics (Civilian)

Annex 3B - Sexual Orientation representation of core MOD civilian personnel by age group

	Sexual Orientation by Broader Banded Grade					Headcount
	Oct-13	Oct-14	Oct-15	Oct-16	Oct-17	
	LGB	390	410	420	460	490
Heterosexual	22,930	23,820	23,200	22,720	22,390	
Undeclared	12,420	13,110	13,500	13,530	13,530	
Total	35,740	37,340	37,120	36,710	36,410	

of which:

< 20 Years of Age

LGB	~	~	~	~	~
Heterosexual	10	20	20	30	20
Undeclared	20	30	30	40	40
Total	30	50	50	70	60

20 - 29 Years of Age

LGB	40	40	50	60	80
Heterosexual	1,370	1,340	1,280	1,190	1,160
Undeclared	660	860	1,000	1,180	1,340
Total	2,060	2,240	2,340	2,430	2,580

30 - 39 Years of Age

LGB	80	90	90	110	120
Heterosexual	3,350	3,500	3,380	3,420	3,460
Undeclared	1,720	1,820	1,940	2,050	2,150
Total	5,160	5,410	5,410	5,580	5,730

40 - 49 Years of Age

LGB	150	140	130	120	120
Heterosexual	7,300	7,270	6,570	6,050	5,460
Undeclared	3,930	3,980	3,840	3,590	3,380
Total	11,380	11,380	10,540	9,760	8,960

50 - 59 Years of Age

LGB	100	110	120	130	140
Heterosexual	8,240	8,900	9,160	9,200	9,270
Undeclared	4,460	4,800	5,050	5,050	5,030
Total	12,800	13,810	14,340	14,380	14,440

60 and over Years of Age

LGB	20	20	30	30	30
Heterosexual	2,650	2,800	2,790	2,840	3,020
Undeclared	1,640	1,620	1,630	1,620	1,590
Total	4,310	4,450	4,450	4,490	4,640

Source: Defence Statistics (Civilian)

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) has been reported as a Bespoke Trading Entity since 01 July 2015. Due to the size and makeup of DE&S, its removal from MOD main had an impact on a number of diversity measures (an increase or decrease which was inconsistent with previous time series data. To allow a direct comparison of data from October 2013 to October 2017, DE&S data has been removed for October 2013 and 2014.

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. The following notes apply:

i. 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.

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

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.

Grade Structures

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:

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If you require information which is not available within this or other available publications, you may wish to submit a Request for Information under the Freedom of Information Act 2000 to the Ministry of Defence. For more information, see:

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

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