MOD Main Civilian Personnel Diversity Dashboard

Female representation	Apr-15	Apr-17	Apr-19	Apr 2015 v Apr 2019 ppt change	Direction
MOD Main Total	**40.2**	**41.6**	**43.0**	**2.8**	⇧
of which:					
Non Industrial	**44.9**	**45.9**	**46.9**	**2.0**	⇧
Senior Civil Service	29.0	28.7	35.7	6.7	⇧
Band B	35.3	37.6	39.8	4.6	⇧
Band C	39.3	41.1	43.7	4.3	⇧
Band D	41.0	44.8	46.7	5.7	⇧
Band E	52.4	51.5	51.3	-1.2	⇩
Industrial	**15.0**	**15.0**	**13.2**	**-1.8**	⇩

Religion / Faith representation	Apr-15	Apr-17	Apr-19	Apr 2015 v Apr 2019 ppt change	Direction
MOD Main Total					
Christian	70.5	68.4	63.3	-7.2	⇩
Non-Christian	5.2	5.2	5.3	0.1	⇧
Secular	24.3	26.4	31.4	7.1	⇧

Part Time representation	Apr-15	Apr-17	Apr-19	Apr 2015 v Apr 2019 ppt change	Direction
MOD Main Total	**10.8**	**11.0**	**11.6**	**0.8**	⇧

Black and Minority Ethnic (BAME) representation	Apr-15	Apr-17	Apr-19	Apr 2015 v Apr 2019 ppt change	Direction
MOD Main Total	**4.1**	**4.4**	**5.2**	**1.1**	⇧
of which:					
Non Industrial	**4.3**	**4.7**	**5.5**	**1.1**	⇧
Senior Civil Service	*	3.8	*	..	..
Band B	4.3	4.6	6.0	1.6	⇧
Band C	4.4	4.7	5.8	1.4	⇧
Band D	3.9	4.6	5.4	1.6	⇧
Band E	4.5	4.8	5.1	0.6	⇧
Industrial	**2.5**	**2.4**	**2.8**	**0.2**	⇧

Age group representation	Apr-15	Apr-17	Apr-19	Apr 2015 v Apr 2019 ppt change	Direction
16 - 29	6.3	7.1	8.5	2.2	⇧
30 - 39	14.5	15.5	15.8	1.3	⇧
40 - 49	29.4	25.4	22.4	-7.0	⇩
50 - 59	37.9	39.4	39.5	1.6	⇧
60 & over	12.0	12.6	13.8	1.8	⇧

Disability representation

From April 2011 to October 2018 the declaration rate for disability was not sufficiently robust enough for the representation rate to be reported on. As at 1 April 2019 it was 12.1%

Lesbian, Gay & Bisexual (LGB) representation	Apr-15	Apr-17	Apr-19	Apr 2015 v Apr 2019 ppt change	Direction
MOD Main Total	**1.7**	**2.0**	**2.6**	**0.9**	⇧
of which:					
Non Industrial	**1.8**	**2.1**	**2.7**	**0.9**	⇧
Senior Civil Service	*	*	3.9	..	..
Band B	2.4	*	2.4	-	⇔
Band C	1.6	2.1	2.7	1.1	⇧
Band D	1.8	1.8	3.0	1.2	⇧
Band E	1.8	2.1	2.6	0.8	⇧
Industrial	*****	*****	**2.0**	**..**	⇧

Notes:

MOD Main includes all Top Level budgetary Areas (TLBs).

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

Percentage point changes are based on raw percentages rather than rounded percentages.

* = Not applicable. Declaration rates below 60 per cent do not allow for reliable analysis of representation rates.

.. = Not available.