



This statistical release presents information relating to the gender, ethnicity, nationality, religion and age of Military Personnel employed by the Ministry of Defence (MOD). This publication meets the Department's obligations under the Public Sector Equality Duty to provide information on its workforce identified by the Equality Act 2010.

Information is provided on the number of Military Personnel in (defined as the **strength**), joining (**intake**) and leaving (**outflow**) the UK Armed Forces. Statistics are included for **UK Regular Forces** and **Future Reserves 2020 (FR20)** personnel. Further statistics can be found in the **Excel Tables** which accompany this report.

Some statistics which were previously published in the **Diversity Dashboard (Military)**, **Annual** and **Quarterly** Personnel Reports, **Service Personnel Bulletin 2.01**, **Annual maternity report** and the **UK Reserve Forces and Cadets** report can now be found in this publication.

## Key Points and Trends

### Gender

- ▲ **10.8%** **Female representation in the UK Regular Forces**  
As at 1 October 2019  
*This has increased by 0.3 percentage points as part of a longer term trend since 1 October 2018 (10.5%)*
- ▲ **14.7%** **Female representation in the Future Reserves 2020**  
As at 1 October 2019  
*This has increased by 0.2 percentage points compared with 1 October 2018 (14.5%)*
- ▼ **12.1%** **Of total intake into the combined UK Regular Forces and the Future Reserves 2020 were female**  
in the 12 months to 30 September 2019  
*(A 15% per cent Female Intake Target for 2020 has been set - see page 3)*

### Ethnicity

- ▲ **8.2%** **Black, Asian and Minority Ethnic (BAME) representation in the UK Regular Forces**  
As at 1 October 2019  
*This has increased by 0.6 percentage points compared with 1 October 2018 (7.6%)*
- ◀▶ **5.5%** **BAME representation in the Future Reserves 2020**  
As at 1 October 2019  
*This has remained stable compared with 1 October 2018 (5.6%)*
- ▲ **9.1%** **Of total intake into the combined UK Regular Forces and Future Reserves 2020 were BAME**  
in the 12 months to 30 September 2019  
*(A 10% per cent BAME Intake Target for 2020 has been set - see page 4)*

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**Background quality report:** [www.gov.uk/government/statistics/tri-service-personnel-bulletin-background-quality-reports](http://www.gov.uk/government/statistics/tri-service-personnel-bulletin-background-quality-reports)

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-Tri-Enquiries@mod.gov.uk](mailto:DefStrat-Stat-Tri-Enquiries@mod.gov.uk)

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<sup>1</sup>Nationality strength statistics and all intake and outflow statistics by diversity characteristics are not National Statistics for the Future Reserves 2020.

A full glossary and other supporting documents are available at:

<https://www.gov.uk/government/publications/armed-forces-monthly-service-personnel-statistics-supplementary-documents>

## Introduction

This publication contains diversity information on the strength, intake and outflow of the UK Regular Forces and the Future Reserves 2020 (FR20) population, both overall and for each of the Services, including the **Royal Navy/Royal Marines (RN/RM)**, **Army** and **Royal Air Force (RAF)**. Statistics are for trained and untrained personnel unless otherwise stated. Ethnic origin and religion data are self-reported on the Joint Personnel Administration (JPA) database. Any percentages or figures quoted within this report relate to those with a known ethnic origin, religion or nationality unless otherwise stated.

Detailed statistics and historic time series can be found in the **Excel tables** which accompany this report; further historic statistics will be added in due course. In the meantime, historic statistics can be found in the following archived publications: **Monthly, Quarterly** and **Annual** Personnel Reports, **UK Reserve Forces and Cadets, Service Personnel Bulletin 2.01, Service and Civilian Bulletin 2.03, UK Armed Forces Maternity Report, Diversity Dashboard (Military)** and **Quarterly** and **Annual Location Statistics**. The **glossary** contains definitions of terminology used in this publication. The next edition of this publication is provisionally scheduled to be published on GOV.UK at 9:30am on 4th June 2020. A calendar of upcoming MOD statistical releases can be found on **GOV.UK**.

**Note:** An exercise was conducted to review and update non-disclosure cases using information from subsequent strengths data to improve the declaration rate and that it is consistent with the historic norm. Thus, ethnicity related strength and flows data as at 1 April 2019 and 12 months ending 31 March 2019 respectively, have been confirmed in this edition. Defence statistics have monitored the declaration rate and have seen it stabilise to near normal levels, as such the same matching exercise has not been carried out for the strength as at 1 October 2019 and the last 6 months of the 12 months ending 30 November 2019 have not been updated. Defence statistics continue to monitor the situation and will review as appropriate.

### A National Statistics publication

The United Kingdom Statistics Authority has designated these statistics as National Statistics, in accordance with the Statistics and Registration Service Act 2007 and signifying compliance with the Code of Practice for Official Statistics. The MOD continues to seek feedback from users to ensure this publication is meeting user needs.

Designation can be broadly interpreted to mean that the statistics:

- meet identified user needs;
- are well explained and readily accessible;
- are produced according to sound methods; and
- are managed impartially and objectively in the public interest.

Once statistics have been designated as National Statistics it is a statutory requirement that the Code of Practice shall continue to be observed.

# Measuring Performance Against the 2020 Diversity Intake Targets

## Background

Targets were set in summer 2015 to increase the diversity of personnel joining the UK Regular Forces and Future Reserves 2020 by 2020.

For definitions of the **UK Regulars, Future Reserves 2020** and **Intake** see notes at the bottom of this page.

The 2020 targets are:

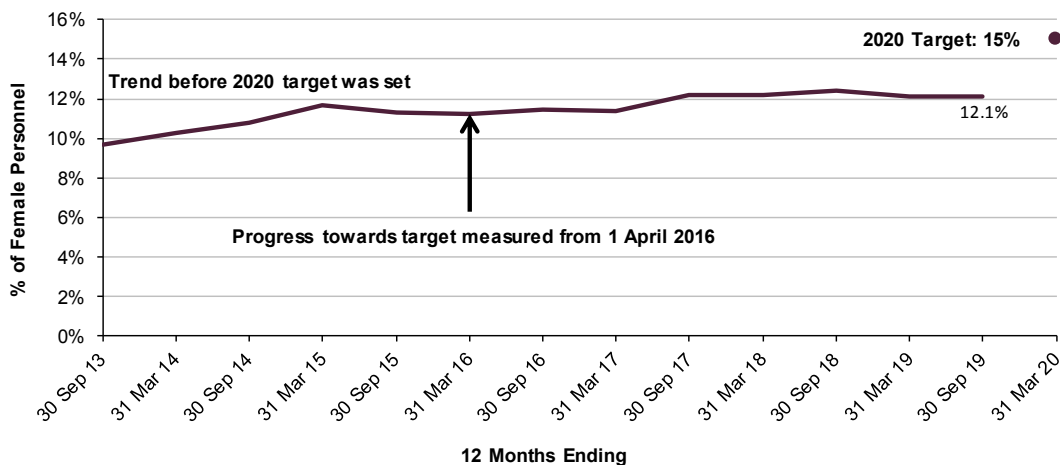
- To increase female personnel to 15 per cent of total intake by 2020. This target has been set by the Minister of State for the Armed Forces.
- To increase Black, Asian and Minority Ethnic (BAME) personnel to at least 10 per cent of total intake by 2020.

This statistical release includes monitoring of progress against these targets. Statistics are for the 12 months ending 30 September 2019. Statistics on ethnic origin are self-declared by personnel and are as recorded on the Joint Personnel Administration (JPA) database. Please see Excel Tables 30 and 31 and the single departmental plan for more information: <https://www.gov.uk/government/publications/mod-single-departmental-plan-2015-to-2020/single-departmental-plan-2015-to-2020>.

## Female Intake

Figure 1 shows that since the 12 months ending 31 March 2016, when target monitoring began, the proportion of females joining the UK Regular Forces and Future Reserves 2020 has increased by 0.9 percentage points from 11.2 per cent to 12.1 per cent. After an initial increase of 0.8 per cent for the 12 months ending 30 September 2017, Female Intake in UK Regular Forces and Future Reserves 2020 has remained stable at just over 12 per cent.

**Figure 1: Progress Against Female Intake 2020 Target**



## Notes

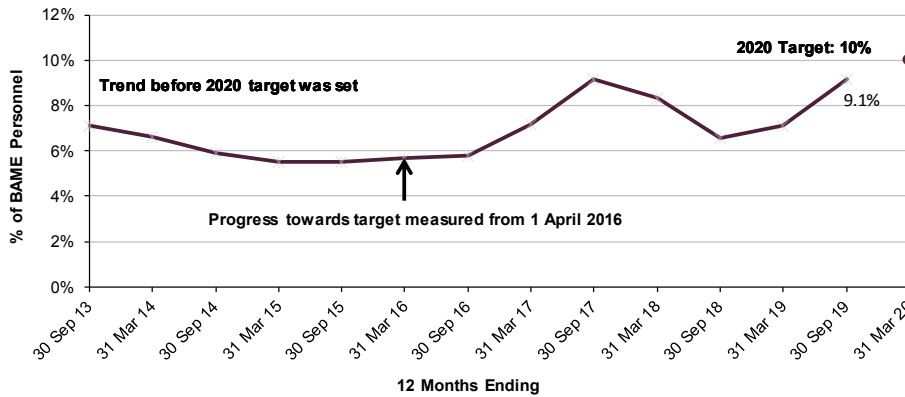
1. UK Regulars comprise Full time Service personnel, including Nursing Services, but excluding Full Time Reserve Service (FTRS) personnel, Gurkhas, mobilised Reservists, Military Provost Guard Service (MPGS), Locally Engaged Personnel (LEP), Non Regular Permanent Staff (NRPS), High Readiness Reserve (HRR) and Expeditionary Forces Institute (EFI) personnel. Unless otherwise stated, includes trained and untrained personnel.
2. Intake to UK Regular Forces comprises new entrants, re-entrants, direct trained entrants (including Professionally Qualified Officers) and intake from the reserves. It excludes all movements within the Regular Forces; including flows from the untrained to trained strength, transfers between Services and flows from Ranks to Officer due to promotion.
3. Future Reserves 2020 includes volunteer reserves who are mobilised, HRR and volunteer reserve personnel serving on ADC or FTRS contracts. Sponsored Reserves who provide a more cost effective solution than volunteer reserve are also included in the Army Reserve FR20. Non Regular Permanent Staff (NRPS), Expeditionary Forces Institute (EFI) and University Officer Cadets and Regular Reservists are excluded.
4. Intake to Future Reserves 2020 Forces comprises new entrants, Regular to Reserve transfers, Reserve re-joiners, and Reserve personnel joining from another part of the Reserves that are not included in the FR20 target population.

# Measuring Performance Against the 2020 Diversity Intake Targets

## BAME Intake

Figure 2 shows that since the 12 months ending 31 March 2016, when target monitoring began, the proportion of Black, Asian and Minority Ethnic (BAME) personnel joining the UK Regular Forces and Future Reserves 2020 has increased by 3.4 percentage points from 5.7 per cent to 9.1 per cent.

**Figure 2: Progress Against BAME Intake 2020 Target**

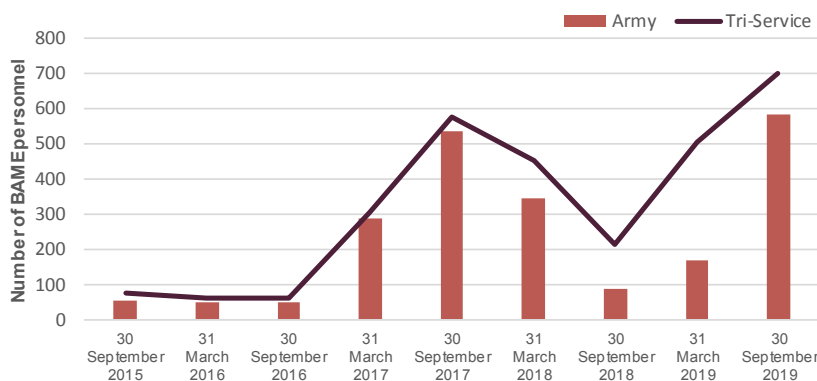


BAME intake as a total has increased by 70 per cent in the 12 months to 30 September 2019 compared with the year to 30 September 2018. The recent increase in the percentage of BAME personnel joining the UK Regulars and Future Reserves 2020 can be largely explained by the increase in the number of personnel joining from Irish and Commonwealth countries to the Armed Forces. The main contributor being the intake to the UK Regular Forces (the largest of which is into the Army regular other ranks).

A total of 96.5 per cent of intake into the UK Regular Forces and the Future Reserves 2020 combined, had a known ethnicity on intake in the 12 months to 30 September 2019.

Figure 3 shows that in the 12 months ending 30 September 2019; BAME intake to the UK Regular Forces from Irish and Commonwealth countries has increased by 480 personnel when compared against the same 12 months last year. 500 more personnel, who declare an Irish or Commonwealth nationality, have joined the Army Regulars in the 12 months ending 30 September 2019 when compared with the previous 12 month period.

**Figure 3: BAME intake to UK Regular Forces from Irish and Commonwealth countries**



In July 2013, the MOD re-imposed a five year UK residency criteria for Commonwealth citizens wishing to join the Armed Forces; having previously waived the criteria in 1998. In May 2016 a limited waiver of the residency was introduced to allow the recruitment of up to 200 Commonwealth citizens per annum into skill shortage roles.

On 5 November 2018, the MOD announced that it has now removed the five year residency criteria for up to 1,350 personnel per year. This announcement and subsequent recruitment may in part have caused the increase in the commonwealth intake in the first half of the 12 months ending 30 September 2019 (<https://www.gov.uk/government/news/armed-forces-to-step-up-commonwealth-recruitment>).

# Gender

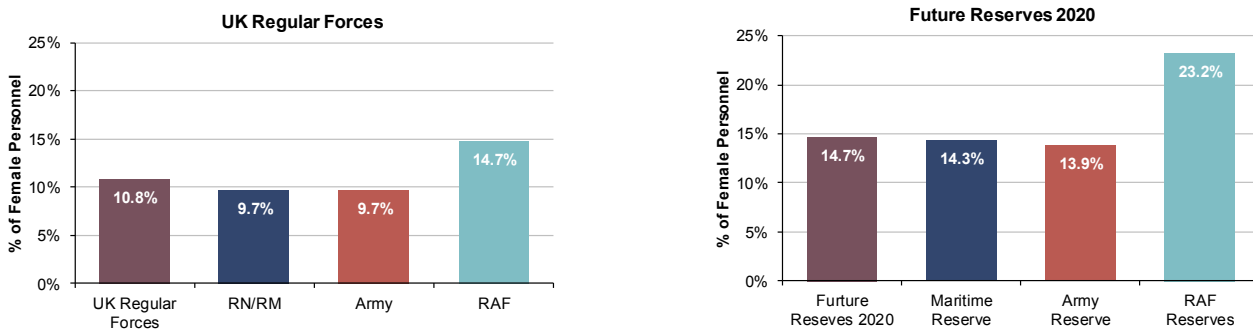
## UK Regular Forces and Future Reserves 2020 Strengths

For full definitions on **UK Regular Forces** and **Future Reserves 2020** see [Glossary](#)

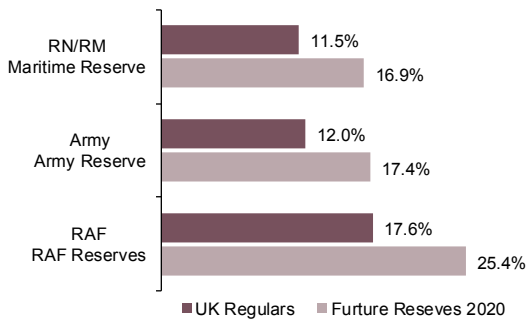
At 1 October 2019, 10.8 per cent of the UK Regular Forces were female (15,650 personnel), as part of a longer term increasing trend since April 2012. Figure 4 shows that the RAF has the greatest proportion of female personnel followed by the RN/RM and the Army. This is partly explained by historic restrictions on roles available to women and the nature of the roles in each of the Services which; it was announced would be lifted in 2016 (see Background, page 13).

In comparison, 14.7 per cent of the Future Reserves 2020 were female (5,400 personnel), 3.9 percentage points higher than the UK Regular Forces. The number of females in the Future Reserves 2020 has increased faster than the males and as a result the proportion of females has increased since 1 October 2012. Figure 4 shows that the RAF has the greatest female representation for both UK Regular Forces and the Future Reserves 2020.

**Figure 4: Proportion of Females in the UK Regular Forces and Future Reserves 2020, at 1 October 2019**



**Figure 5: Proportion of Female Officers in the UK Regulars and Future Reserves 2020, as at 1 October 2019**



At 1 October 2019 there was a greater proportion of female Officers in the Future Reserves 2020 (18.0 per cent) than the UK Regular Forces (13.5 per cent). Compared with the UK Regular Forces, the Future Reserves 2020 has a higher female representation of Officers in every Service as shown in Figure 5. This pattern has remained stable since October 2012.

Since October 2012, the proportion of female Officers in the UK Regular Forces and the Future Reserves 2020 has increased by 1.1 percentage points. There has been a sharp increase of 7.4 percentage points in the proportion of females in the RAF Reserves (however much of this occurred before targets were set) and a 0.8 percentage points increase in Army Reserves whereas the proportion in the Maritime Reserve and has decreased by 2.2 percentage points.

**Figure 6: UK Regular Forces split by Gender and NATO Rank, as at 1 October 2019**

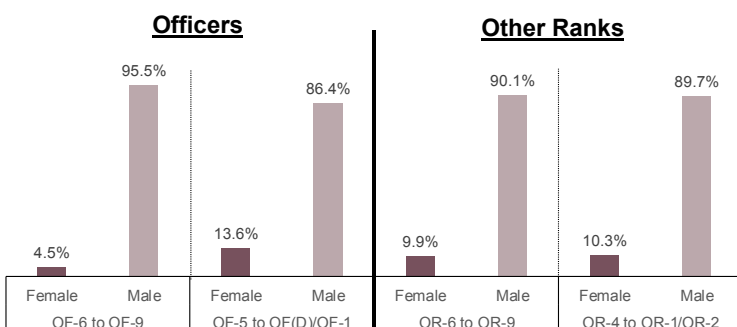


Figure 6 shows the representation of females in the UK Regular Forces by NATO rank. Within Other Ranks, there is a fairly similar proportion of females across the senior (9.9 per cent) and junior (10.3 per cent) NATO ranks. However, within the Officers Rank, female representation in Junior Officer ranks is 9.1 percentage points higher than the Senior Officers.

# Gender

## Intake and Outflow

### UK Regular Forces

**Intake** is defined as the number of personnel joining the strength, and **outflow** is the number leaving.

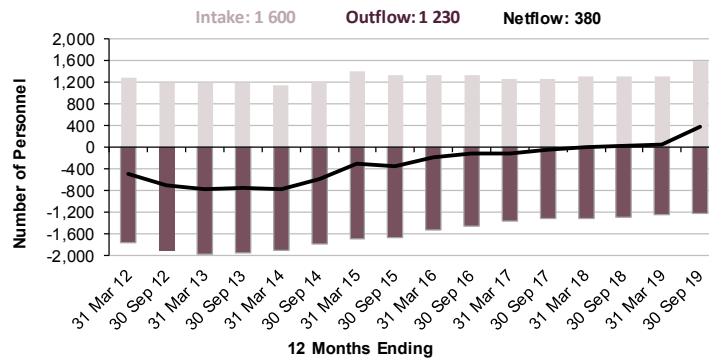
In the 12 months to 30 September 2019, 1,600 female personnel joined the UK Regular Forces; 10.8 per cent of total intake. This has remained stable compared with the 12 months to 30 September 2018 (10.9 per cent). Intake of female personnel is higher for Officers (17.8 per cent), than for Other Ranks (10.1 per cent).

In the 12 months to 30 September 2019, female intake was:

- ⇒ 350 personnel (10.6 per cent) into the RN/RM
- ⇒ 820 personnel (9.0 per cent) into the Army
- ⇒ 440 personnel (17.3 per cent) into the RAF

Figure 7 shows that slightly more females are joining the UK Regular forces than that are leaving. Female personnel accounted for 8.6 per cent of all outflow from the UK Regular Forces in the 12 months to 30 September 2019, this has remained stable since the 12 months to 30 September 2018 (8.7 per cent).

**Figure 7: Female Intake to, Outflow and Net flow from the UK Regular Forces in the 12 months ending 30 September 2019**



### Future Reserves 2020

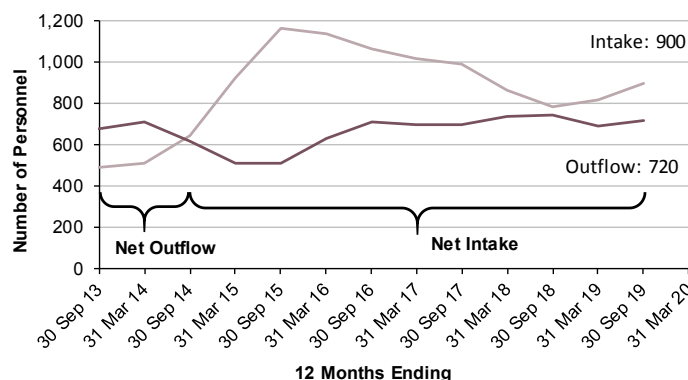
In the 12 months to 30 September 2019, 900 female personnel joined the Future Reserves 2020; this is 15.7 per cent of total intake.

In the 12 months to 30 September 2019, female intake was:

- ⇒ 150 personnel (15.8 per cent) into the FR20 Maritime Reserve population
- ⇒ 540 personnel (13.3 per cent) into the FR20 Army Reserve population
- ⇒ 200 personnel (30.1 per cent) into the FR20 RAF Reserve population

Figure 8 shows that the number of females joining the Future Reserves 2020 has increased by 120 personnel since the 12 months to 30 September 2018. The number of female personnel joining the Future Reserves 2020 (intake) was initially lower than the number of females leaving (outflow). Since October 2014, more people have been joining than leaving; hence the strength of the Future Reserves 2020 has increased.

**Figure 8: Female Intake to and Outflow from the Future Reserves 2020, in the years to 31 September 2019**



## Ethnic Origin and Nationality

### UK Regular Forces and Future Reserves 2020 Strengths

Black, Asian and Minority Ethnic (BAME) personnel accounted for 8.2 per cent of the UK Regular Forces (11,830 personnel), at 1 October 2019. Since 2009, Gurkha personnel have been able to transfer into the Army; and the number of trade trained personnel reporting a Nepalese nationality has increased from 520 as at 1 April 2012 to 880 as at 1 October 2019 almost all of whom are UK Regular personnel in the Army, see Table 5a in the accompanying Excel spreadsheet.

Declaration of **ethnic origin** is not mandatory for Armed Forces personnel. These statistics relate to personnel with a **known** ethnicity. At 1 October 2019, the percentage of personnel who declared an ethnicity was:

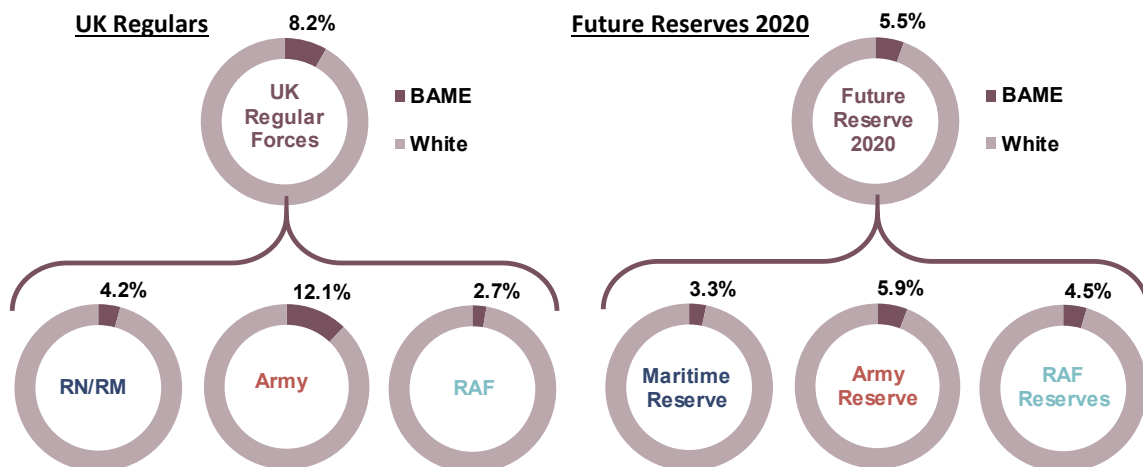
UK Regulars Forces	99.2%
Future Reserves 2020	99.0%

As at 1 October 2019, 5.5 per cent of the Future Reserves 2020 (2,010 personnel) declared a BAME ethnicity.

For both the UK Regular Forces and the Future Reserves 2020, the Army and Army Reserve represent the largest parts of the UK Armed forces and also have the greatest proportion of BAME personnel; accounting for more than 81.9 per cent of all BAME personnel.

As at 1 October 2019, 95.6 per cent of the UK Regular Forces and 98.8 per cent of the Future Reserves 2020 had a UK Nationality. The difference in Nationality between the UK Regular Forces and the Future Reserves 2020 can partially be explained by different eligibility requirements (see background page 13).

**Figure 9: Ethnicity of UK Regular and Future Reserves 2020 Personnel as at 1 October**

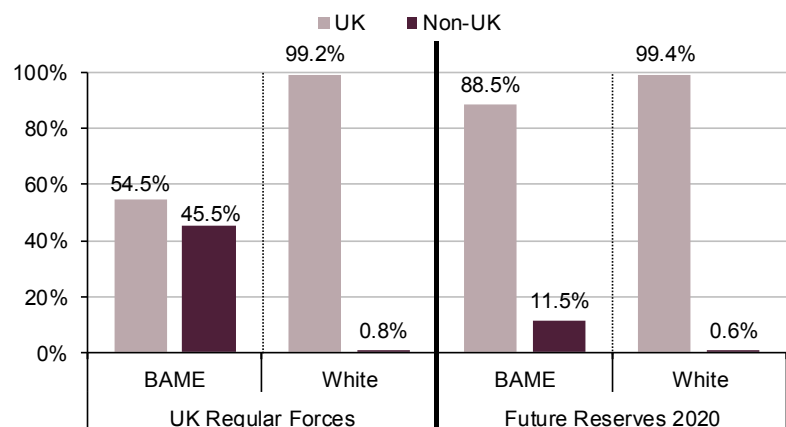


At 1 October 2019, BAME personnel represented:

- ⇒ 2.5 per cent of Officers and 9.6 per cent of Other Ranks in the UK Regular Forces.
- ⇒ 4.2 per cent of Officers and 5.9 per cent of Other Ranks in the Future Reserves 2020.

As shown in Figure 10 close to half (45.5%) of BAME personnel in UK regular forces did not have UK Nationality compared to only 11.5% of BAME personnel in the Future Reserves 2020.

**Figure 10: Percentage of BAME and White personnel with UK and Non-UK Nationalities as at 1 October 2019**



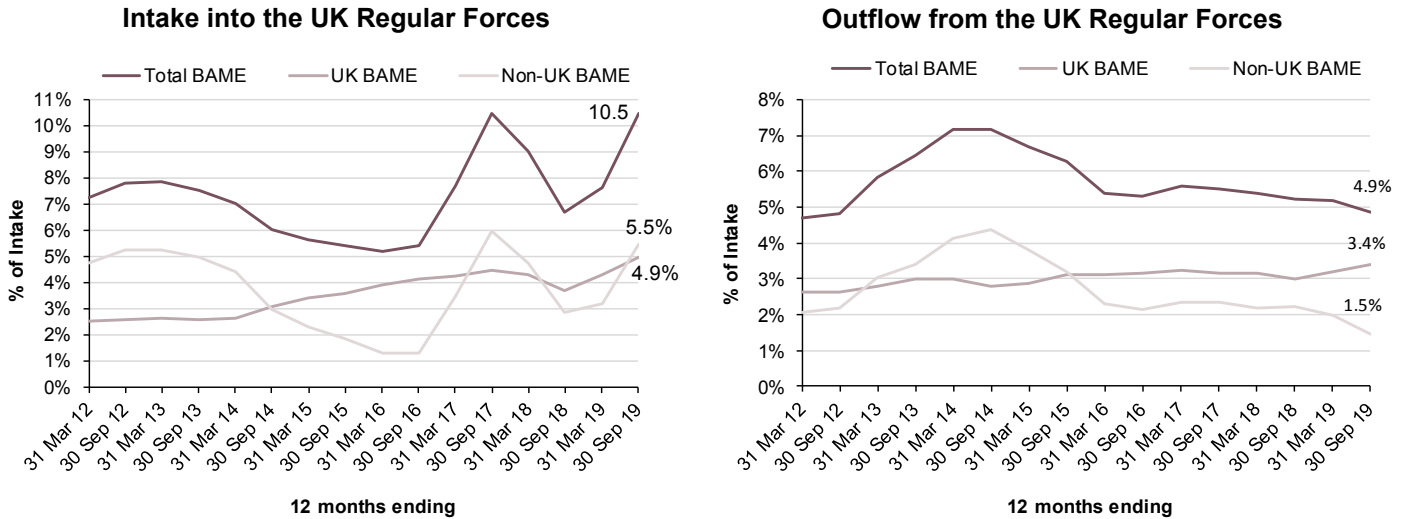
# Ethnic Origin and Nationality

## Intake and Outflow

### UK Regular Forces

BAME personnel accounted for 10.5 per cent of intake into the UK Regular Forces in the 12 months to 30 September 2019, see Figure 11. In the 12 months ending 30 September 2019, the proportion of BAME personnel of a Non-UK Nationality joining the UK Regular Forces has increased from 43.4 per cent to 52.6 per cent against the same time period last year, which is largely explained by the extent to which the Army is utilising its foreign and commonwealth quota as mentioned on page 4.

**Figure 11: BAME, UK BAME and Non-UK BAME Intake to and Outflow from UK Regular Forces**



BAME personnel represented 4.9 per cent of outflow from the UK Regular Forces in the 12 months to 30 September 2019, and has decreased by 0.3 percentage points as part of a longer term decreasing trend.

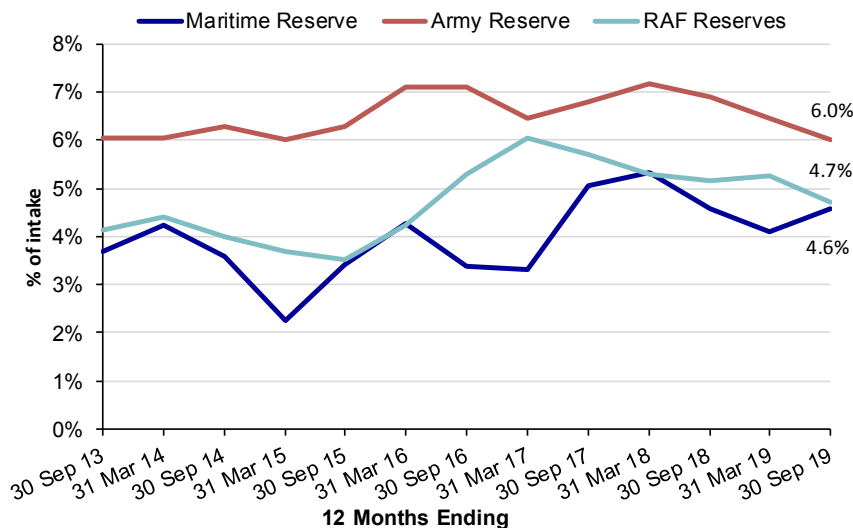
### Future Reserves 2020

BAME personnel represent 5.6 per cent of intake in the 12 months ending 30 September 2019, this has decreased by 0.7 percentage points since the 12 months ending 30 September 2018.

Figure 12 shows that since the 12 months ending 30 September 2018 the proportion of intake who are BAME into:

- ⇒ The FR20 Maritime Reserve population has remained stable at 4.6 per cent
- ⇒ The FR20 Army Reserve population has decreased by 0.9 percentage points to 6.0 per cent
- ⇒ The FR20 RAF Reserve population has decreased by 0.4 percentage points to 4.7 per cent

**Figure 12: BAME intake to the Future Reserve 2020 by Service**





# Age

## UK Regular Forces and Future Reserves 2020 Strengths

As at 1 October 2019, 24.5 per cent of the UK Regular Forces and 11.9 per cent of the Future Reserves 2020 were under 25 years old. In the last year, this has increased by 1.1 percentage points in the UK Regulars and decreased by 0.7 percentage points in the Future Reserves 2020. Of the Officers, 7.8 per cent of the UK Regular Forces and 4.9 per cent of the Future Reserves 2020 were under 25 years old. Of the Other Ranks 26.4 per cent in the UK Regular Forces and 13.8 per cent in the Future Reserves 2020 were under the age of 25.

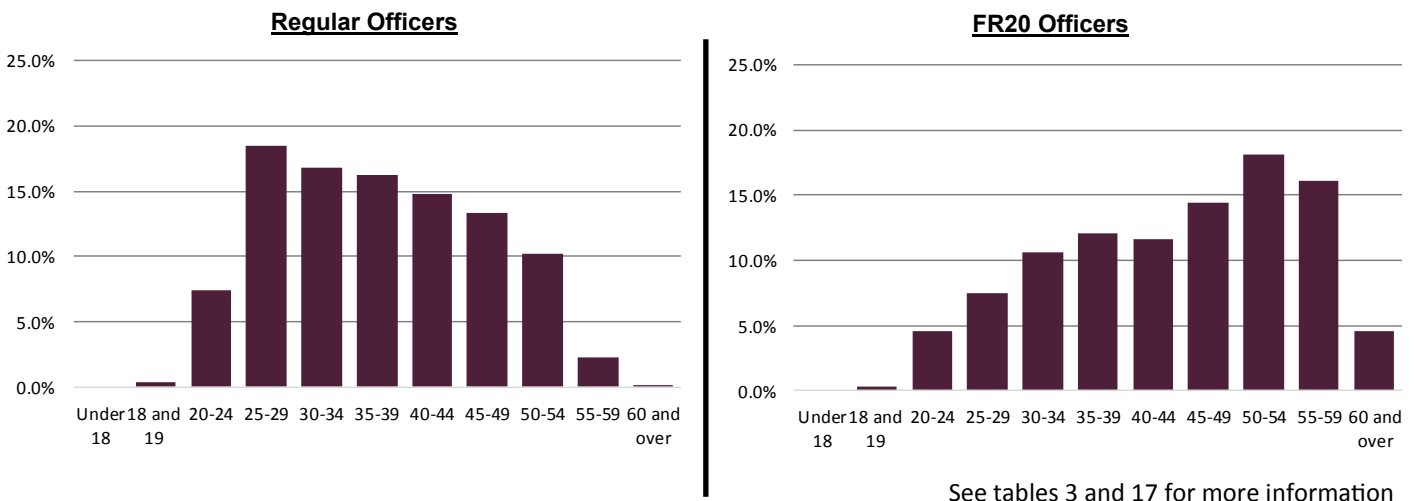
Average age statistics are calculated using the mean. Age is age at last birthday. Average ages as at 1 October 2019 were:

	Total	Officer	Other Ranks
UK Regular Forces	31	37	30
Future Reserves 2020	38	44	36

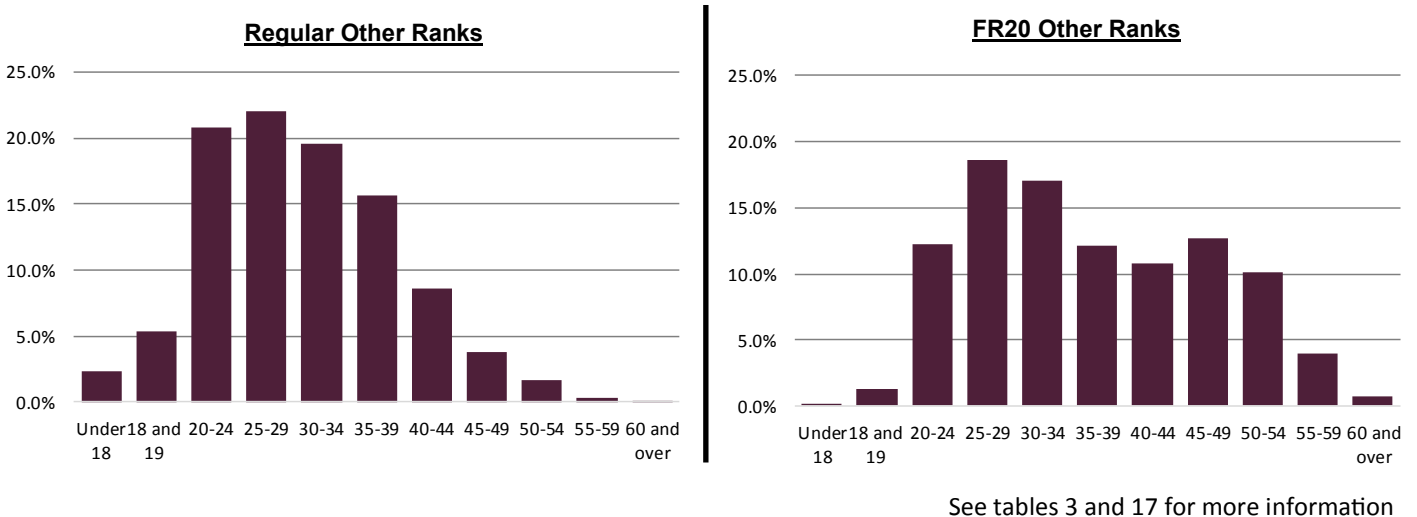
Figure 15 indicates that Officers in the UK Regulars are generally younger than Officers in the Future Reserves 2020. As at 1 October 2019 the average age for Officers in the UK Regular Forces was 37 years old compared to the Future Reserves 2020 where the average age was 44 years old.

In the 12 months to 30 September 2019, nearly 55% of those joining the Future Reserves 2020 had previously served in the UK Armed Forces ([Quarterly Service Personnel Statistics](#), table 7b). This could explain, in part, why the age profile is higher for the Future Reserves 2020.

**Figure 15: Age of Officers in the UK Regular Forces and the Future Reserves 2020, as at 1 October 2019**



**Figure 16: Age of Other Ranks in the UK Regular Forces and the Future Reserves 2020, as at 1 October 2019**



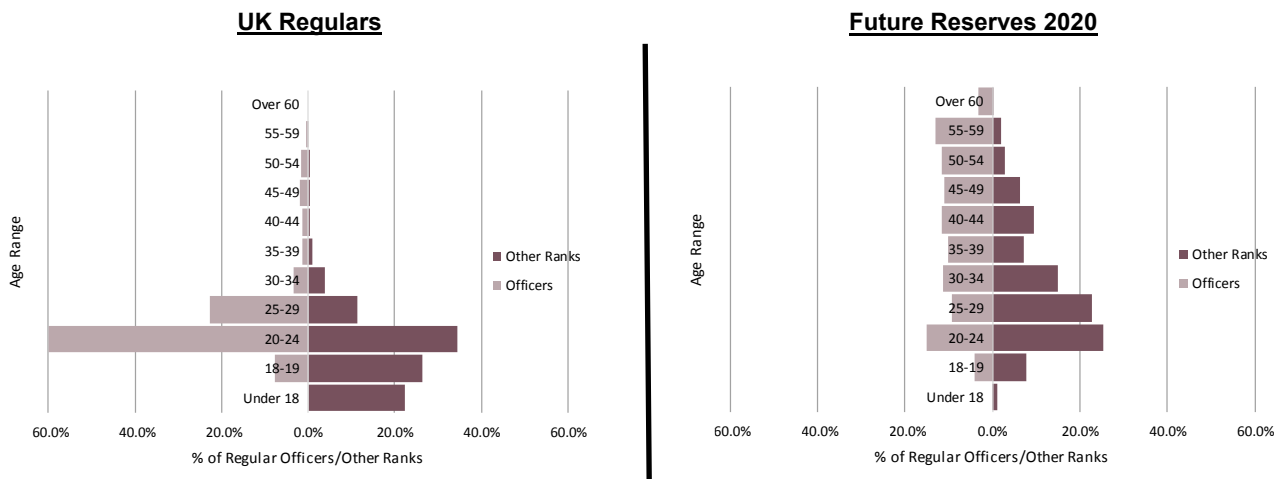
# Age

## Intake and Outflow

In the 12 months ending 30 September 2019, 9.0 per cent of intake to the UK Regular Forces were Officers (1,340 personnel). Figure 17 shows that, of this total, 9.6 per cent were aged 30 and over and the remaining 90.4 per cent were aged 18 to 29. UK Regular Officer intake age profiles are heavily influenced by personnel joining having left higher education, with 59.8 per cent of all officer intake occurring between ages 20 and 24. Similarly regular Other Ranks are heavily influenced by those leaving secondary or tertiary education with around half of UK Regular other ranks joining under the age of 20, and over half of those joining the UK Regular officers are aged between 20 and 24.

In the 12 months ending 30 September 2019, 14.9 per cent of intake to the Future Reserves 2020 were Officers (850 personnel). Figure 18 shows that, of this total, 71.8 per cent were aged 30 and over and the remaining 28.2 were aged 18 to 29. Within this time period, personnel aged 20-24, have had the highest intake and outflow. There is a larger intake of personnel in the age group of over 50 in comparison to the UK Regular Forces, this could be explained by the different eligibility requirements. between UK Regulars Forces and Future Reserves 2020.

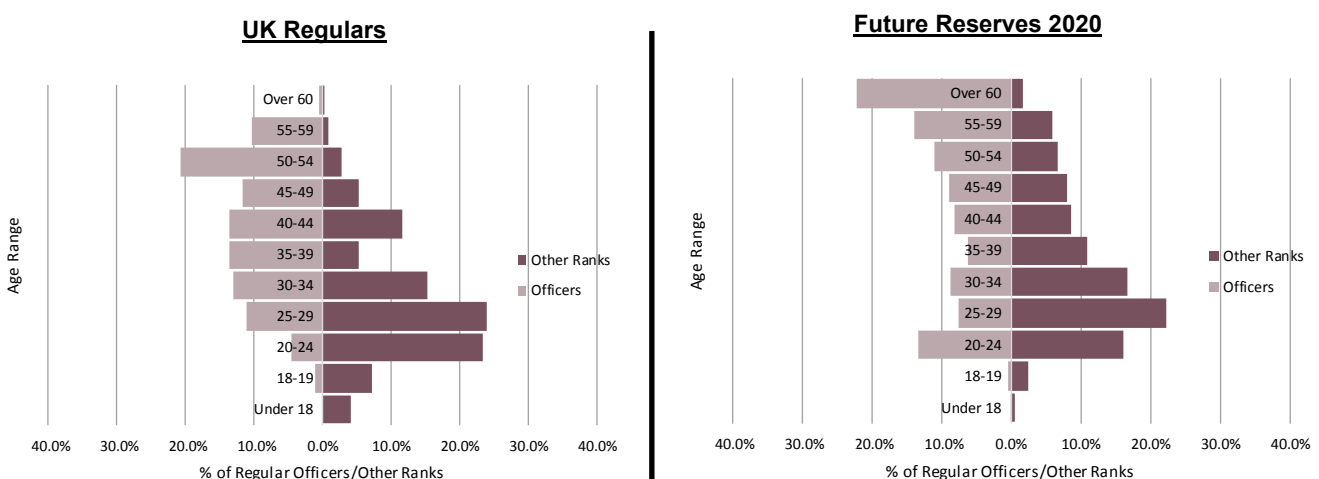
**Figure 17: UK Regulars and Future Reserves 2020 intake by Age for the 12 months ending 30 September 2019**



The first point at which Regular personnel can leave voluntarily is normally after 4 years of Service for personnel aged over 18; each Service has slightly different guidelines.

A notable peak in the outflow for UK Regular Officers can be seen at ages 50-54. Pre-2015, a full career engagement lasted until age 55; a limited number of Armed Forces personnel could serve beyond the age of 55. The Proportion of officers exiting the Future Reserves 2020 over the age of 50 is high just under half. This may be due to the terms and conditions being different for joining the FR20 Reserves as opposed to the UK Regulars.

**Figure 18: UK Regulars and Future Reserves 2020 outflow by Age for the 12 months ending 30 September 2019**



# Religion

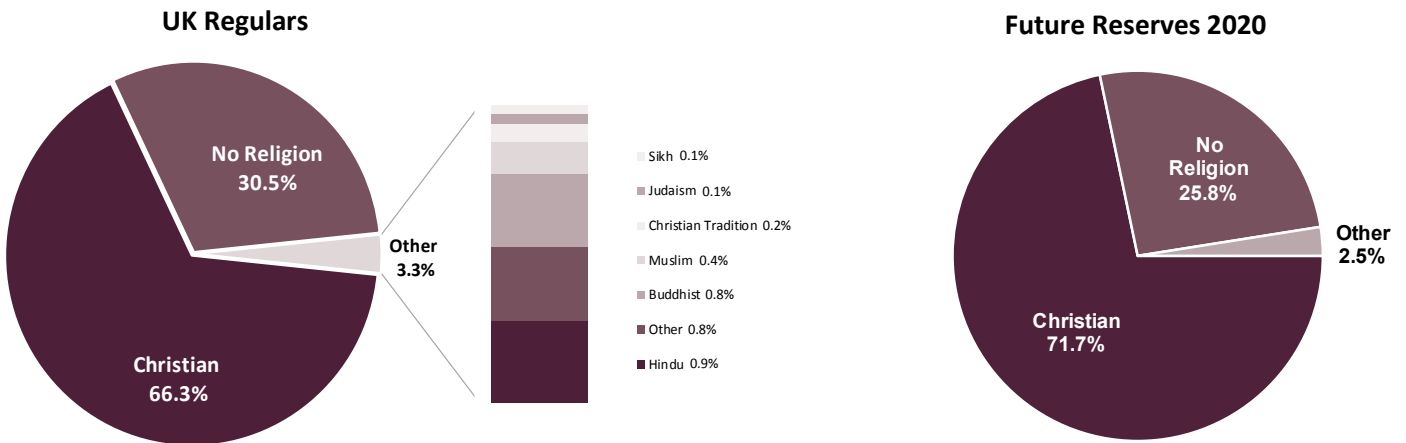
## UK Regular Forces and Future Reserves 2020 Strengths

At 1 October 2019, 66.3 per cent of the UK Regular Forces and 71.7 per cent of the Future Reserves 2020 declared a Christian religion. Both have seen a decrease in the last year of 3.2 and 1.4 percentage points respectively, which is also in line with the long term decreasing trend.

Declaration of **Religion** is not mandatory for Armed Forces personnel. These statistics only relate to personnel who have made a declaration. At 1 October 2019 the proportion of personnel who had made a declaration

UK Regular Forces	99.9%
Future Reserves 2020	98.4%

**Figure 19: Religion of the UK Regular Forces and Future Reserves 2020 as at 1 October 2019**



**Figure 20: UK Regular and Future Reserves 2020 declaring no religion 1 October 2012– 1 October 2019**

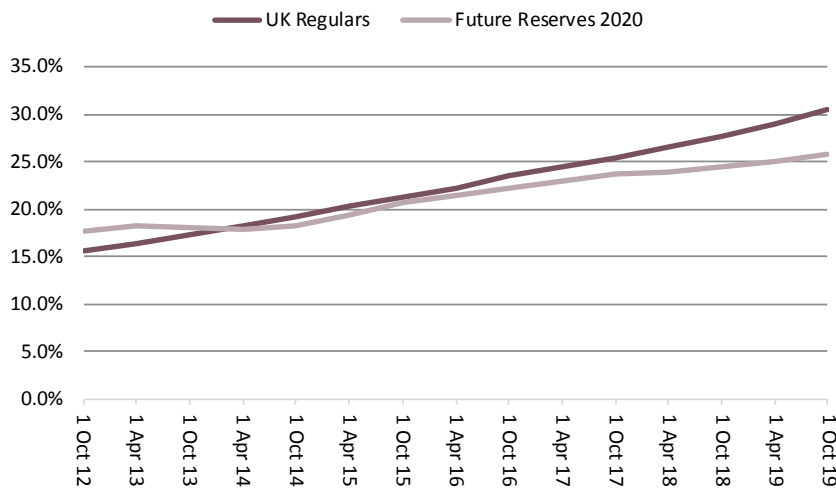


Figure 20 shows the percentage of UK Regular and Future Reserve 2020 personnel who declare “No Religion” on JPA. It shows an increasing trend in both UK Regulars and Future Reserve 2020. In the UK Regulars it has increased from 15.5 per cent as at 1 October 2012 to 30.5 per cent at 1 October 2019; Similarly for the reserves it has increased from 17.7 per cent as at 1 October 2012 to 25.8 per cent at 1 October 2019.

Comparatively, in the 2011 census, the ONS reported that 30.0% of people in 2011 declared they had no religion. ONS religion data is available at this link: [ONS Religion Data](#)

## Sexual Orientation (Declaration Rates)

### UK Regular Forces

As at 1 October 2019, 20.3 per cent of Regular service personnel declared a sexual orientation. There were 26.1 per cent of Officers and 18.9 per cent of Other Ranks declaring a sexual orientation.

Figure 21 shows a service breakdown of the overall declaration rate across the UK Regular Forces, with RAF having the highest rate (25.5 per cent), followed by Royal Navy/Royal Marines and Army at 21.7 and 17.5 per cent respectively.

Declaration of **sexual orientation** is not mandatory for Armed Forces personnel. These statistics relate to personnel with a **known** sexual orientation. As at 1 October 2019, the percentage of personnel who declared a sexual orientation was:

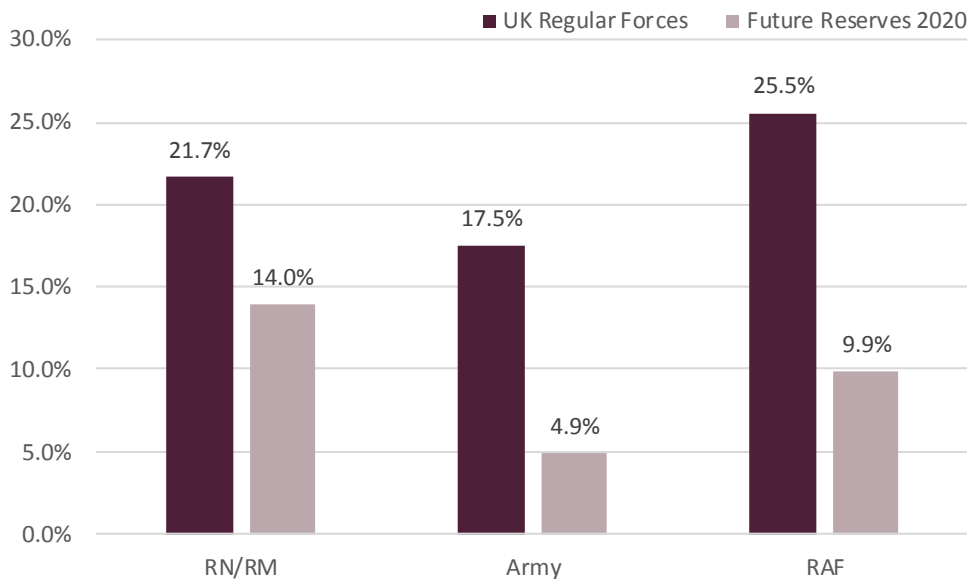
UK Regular Forces	20.3%
Future Reserves 2020	6.3%

### Future Reserves 2020

As at 1 October 2019, 6.3 per cent of FR20 service personnel have declared a sexual orientation. The declaration rate is higher amongst officers (12.3 per cent) when compared with Other Ranks (4.7 per cent).

Figure 21 shows the breakdown of the declaration rate by each service. FR20 Maritime Reserve have the highest proportion (14.0 per cent), followed by FR20 RAF Reserves and FR20 Army Reserves at 9.9 and 4.9 per cent respectively.

**Figure 21: Declaration rate across UK Regular Forces and Future Reserves 2020 split by service, as at 1 October 2019**



The sexual orientation breakdowns, recorded on JPA, will be provided in future edition of this publication once declaration rates reach a high enough percentage to be representative.

# Maternity

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## Background

In August 1990, the Ministry of Defence (MOD) underwent a change in policy so that female service personnel who became pregnant did not have to leave the Services. They were given the right to return to work after a period of unpaid leave in line with the statutory provisions for civilian women.

At present, female service personnel are entitled to 26 weeks of Ordinary Maternity Leave and 26 weeks of Additional Maternity Leave. Servicewomen who have completed a year's continuous service by the Qualifying Week (the 15<sup>th</sup> week before the beginning of the week in which the baby is due) and who return to duty to complete a Return of Service commitment following their maternity leave, receive 26 weeks' full pay, 13 weeks of Additional Maternity Leave paid at the statutory pay rate, followed by 13 weeks' of unpaid leave. (Servicewomen who do not meet the criteria of a year's continuous service receive statutory pay for 39 weeks). These statistics cover both Ordinary and Additional Maternity Leave.

Tables outlining the number and percentage returning from maternity leave are presented by the number of weeks that female service personnel return within (see [Excel Tables](#)). The category 27 weeks or less includes all those taking up to and including the limit for fully paid Ordinary Maternity Leave, the category 27 to 40 weeks encompasses personnel also taking up to and including the limit of paid Additional Maternity Leave and More than 40 weeks includes all personnel taking fully paid Ordinary and Additional Maternity leave and some or all of the further 13 weeks unpaid Additional Maternity leave.

In April 2015, Shared Parental Leave was introduced for members of the armed forces. This allows eligible parents to choose how to share the care of their child during child's first year following birth or adoption and is designed to give parents more flexibility in deciding how best to care for their child. Statistics in this publication do not encompass shared parental leave.

A mother must take the two week compulsory maternity leave period and an adopter must take the first two weeks of adoption leave before they can end their maternity or adoption leave. The balance of leave, up to 50 weeks, can be converted into Shared Parental Leave and shared between the parents. Qualifying parents can also share up to 37 weeks' of pay between them. The armed forces scheme offers up to 26 weeks of full pay for qualifying parents.

This report contains numbers and percentages for personnel taking maternity leave, returning from maternity leave, not returning from maternity leave, returning then leaving the Services and still in Service as at 1 October 2019.

## **Further Data Quality Information**

The statistics reported are for UK Regular Forces personnel and therefore exclude Gurkhas, Full Time Reserve Service personnel and mobilised reservists. Because the statistics require at least 1 year passing after the end of the calendar year, to include all those returning and allow monitoring of the exits of those who returned, statistics for calendar year 2018 are published in this release.

Statistics are provided tracking the population that returned after maternity leave for each calendar year with detail of those returning then leaving service (and within what timescale) and those still on strength. Exit information in this report is based on outflow figures up to 30 September 2019. Due to the fact these categories are dependent on the passing of several years since they took maternity leave, these categories change and update year on year between reports.

**Note: The Maternity statistics contained within this publication do not include Shared Parental Leave data.**

# Maternity

## Personnel Taking Maternity Leave

During 2018, 820 female Service personnel took maternity leave; this is 5.4 per cent of the strength of female personnel for the year. This is an decrease of 1.0 percentage points in comparison with 2014 where 6.4 per cent of female personnel took maternity leave.

**Figure 22: Percentage of Female Personnel Taking Maternity Leave**

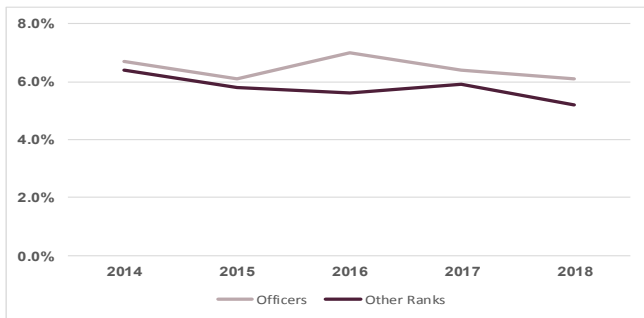


Figure 22 shows that a slightly higher proportion of Officers (6.1 per cent) took maternity leave in 2018 compared with Other Ranks (5.2 per cent).

The peak (in 2016) in percentage of Officers is driven by an increase in the number of female Officers in the Royal Navy/Royal Marines taking Maternity leave.

**Figure 23: Percentage of Female Personnel Taking Maternity Leave**

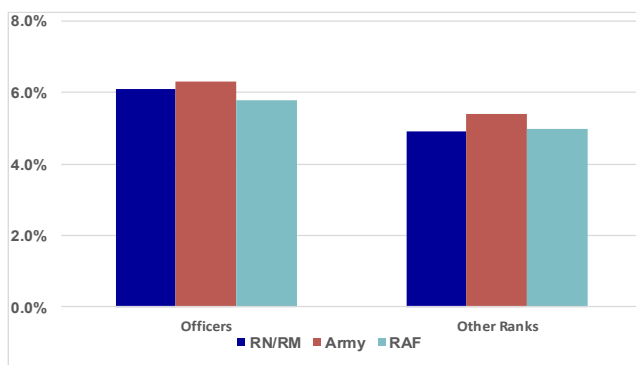


Figure 23 shows that amongst Officers, the Army has the highest proportion of women taking maternity leave (6.3 per cent), followed by the RN/RM (6.1 per cent) and the RAF (5.8 per cent). With in the Other Ranks, the Army has the highest proportion of women taking maternity leave (5.4 per cent) followed by the RAF (5.0 per cent) and the RN/RM (4.9 per cent).

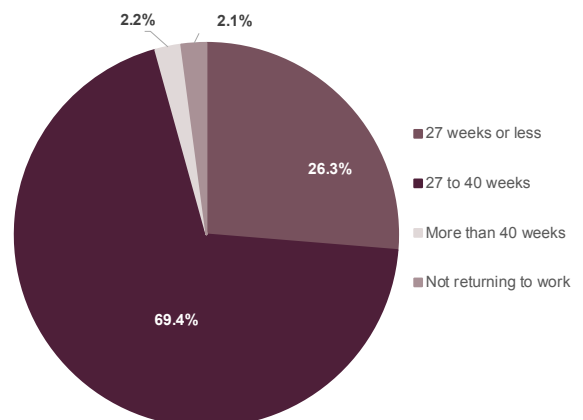
## Personnel Returning to Work

Overall, as at 1 October 2019 of the personnel that went on maternity leave during 2018, 97.9 per cent returned to work making it the highest proportion to date.

Comparing this at service level, the RN/RM (99.4 per cent) and Army (97.9 per cent) increase of 2.4 and 3.8 percentage points respectively but RAF (97.8 per cent) have a decrease of 0.7 percentage points. All Officers in the RN/RM and the Army have returned to work after maternity leave. In the RAF 98.7 per cent returned.

Overall, as at 1 October 2019, of the female personnel that went on maternity leave during 2018, the majority returned to work between 27 to 40 weeks, shown in Figure 24.

**Figure 24: percentage of personnel returning from Maternity Leave within, as at 1 October 2019**



## Retention of Personnel Following Maternity Leave

Of the overall female personnel taking maternity leave in 2018, 2.1 per cent did not return to work. As at 1 October 2019, 39.7 per cent of those who took maternity leave in 2014 and returned have now left service.

Of the overall female personnel returning to work after maternity leave in 2014, nearly 13 per cent returned for a year or less before leaving. This proportion has remained broadly flat across the succeeding years to 2015-17. Equivalent analysis cannot be undertaken for personnel that took maternity in 2018 as enough time has not elapsed.

There are many reasons why Service personnel may choose to leave the Armed Forces. In the statistics above, personnel choosing not to return to work, or later choosing to leave Service, may be due to factors unrelated to maternity leave.

## Background and Context

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Diversity statistics are reported to meet the Department's 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. Further information relating to the Public Sector Equality Duty can be found at: <http://www.equalityhumanrights.com/advice-and-guidance/public-sector-equality-duty/>

MOD publicises the importance placed on the Armed Forces being appropriately representative of the diverse society they exist to defend; and states that 'operational effectiveness depends on cohesion and teamwork, which are enhanced by treating everyone fairly, with dignity and respect'.

### Army Trained Strength

On 29th June 2016, the MOD **announced** that the Army will in future plan to use Regular and Reserve Phase 1 trained personnel in response to crises within the UK. Following this, the term 'Trained Strength' will include all Army personnel trained in the core function of their Service (i.e. those who have completed Phase 1 training). The MOD has **consulted** on these changes and the resultant impact it will have on this publication and a consultation response was published on 7 November 2016.

Army personnel who have completed Phase 1 training (basic Service training) but not Phase 2 training (trade training), are now considered Trained personnel. This change will enable the Army to meet the SDSR 15 commitment to improve support to UK resilience. The Trained Strength definition for the Royal Navy, RAF, Maritime Reserve and RAF Reserves has not changed, reflecting the requirement for their personnel to complete Phase 2 training to be able to fulfil the core function of their respective Services.

### Recent changes to the structure of the UK Armed Forces

In order to meet the manpower reduction targets set out in SDSR 2010, the **Three Month Exercise (3ME)** and **Army 2020 (A2020)**, a redundancy programme coupled with adjusted recruiting (intake) and contract extensions were set. The redundancy programme is now complete.

On 23rd November 2015, the MoD published the National Security Strategy and Strategic Defence and Security Review 2015. SDSR 2015 outlines plans to uplift the size of the Regular Armed Forces, setting targets for a strength of 82,000 for the Army, and increasing the Royal Navy/Royal Marines (RN/RM) and RAF by a total of 700 personnel. The **SDSR 2015 Defence Key Facts** booklet announced new targets for 2020 for each of the Services. In parallel, there have been increases in the Reserve populations; the **Future Reserves 2020 (FR20) programme** aims to increase the size of the Reserve Forces. Further personnel statistics and information on these changes can be found in **Quarterly Service Personnel Statistics**.

### Gender

The former Prime Minister announced on 8 July 2016 that the exemption on women serving in ground close combat roles would be lifted, with roles opening up on an incremental basis starting with the Royal Armoured Corps. The decision to lift the exclusion was on the basis of equality of opportunity and maximising talent. Roles that were previously excluded to women were the Royal Marines General Service, the Household Cavalry and Royal Armoured Corps, the Infantry and the Royal Air Force Regiment. From November 2016 women are able to join the Royal Armoured Corps, both Regular and Reserve. The remaining ground close combat roles will open to women in late 2018, once additional health mitigations are in place. The RAF brought this forward and the RAF Regiment opened to women on 1 September 2017. There are no quotas for women joining GCC roles and applications are treated in the same way as for all other roles; additionally, there has been no lowering of standards for women joining GCC roles, see link for further information <https://www.gov.uk/government/news/raf-opens-close-combat-role-to-women-ahead-of-schedule>. The Armed Forces are exempt from elements of the employment provisions of the Equality Act 2010 for reasons of combat effectiveness.

### Ethnic origin and Nationality

Under the SDSR 2010, one of the areas reviewed was the Commonwealth recruitment rules. The MOD reintroduced the five-years UK residency requirement for future new recruits from Commonwealth countries in July 2013. This did not affect personnel already serving, or going through the recruitment process at the time of the announcement, those from the Republic of Ireland or for the Brigade of Gurkhas.

More recently, this residency requirement has been waived to allow for 200 Commonwealth citizens per annum to be recruited to fill a limited number of roles in the Regular Armed Forces which require specialist skills. For further information, see the written statement by Minister of State for the Armed Forces on 12 May 2016 and the links below. <http://www.parliament.uk/business/publications/written-questions-answers-statements/written-statement/Commons/2016-05-12/HCWS726/>

[www.gov.uk/government/news/uk-residency-rules-for-armed-forces-recruits](http://www.gov.uk/government/news/uk-residency-rules-for-armed-forces-recruits)

[www.gov.uk/government/publications/armed-forces-arf/armed-forces-arf-2](http://www.gov.uk/government/publications/armed-forces-arf/armed-forces-arf-2)

Information on the nationality eligibility criteria for each of the Services is available at:

<http://www.royalnavy.mod.uk/careers/joining/get-ready-to-join>

<http://www.army.mod.uk/join/How-to-join.aspx>

<https://www.raf.mod.uk/recruitment/how-to-apply/eligibility-check/>

## Further Information

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### Symbols

	Discontinuity in time series
*	not applicable
..	not available
–	Zero
~	5 or fewer
p	Provisional
e	Estimate
r	Revised

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

### Rounding

Figures in this publication (apart from maternity statistics and detailed ethnicity statistics) have been rounded to the nearest 10, though numbers ending in a “5” have been rounded to the nearest multiple of 20 to prevent the systematic bias caused by always rounding numbers upwards. For example; a value of “25” would be rounded down to “20” and a value of “15” would be rounded up to “20”.

Additionally, totals and sub-totals are rounded separately and so may not equal the sums of their rounded parts. Percentages are calculated from unrounded data and presented to one decimal place.

The MOD Disclosure Control and Rounding policy is published on GOV.UK at the following link:

<https://www.gov.uk/government/publications/defence-statistics-policies>

### Revisions

Corrections to the published statistics will be made if errors are found, or if figures change as a result of improvements to methodology or changes to definitions. When making corrections, we will follow the Ministry of Defence [Statistics Revisions and Corrections Policy](#). All corrected figures will be identified by the symbol “r”, and an explanation will be given of the reason for and size of the revision. Corrections which would have a significant impact on the utility of the statistics will be corrected as soon as possible, by reissuing the publication. Minor errors will also be corrected, but for convenience these corrections may be timed to coincide with the next annual release of the publication.

There are no regular planned revisions of this Bulletin.



## Further Information

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### Useful definitions

**Christian** includes personnel declaring a Christian or Christian Tradition religion.

**No religion** includes personnel who have self-identified as having no religion on JPA, including personnel declaring themselves as Agnostic, Atheist, Humanist and Secularist. This does not include personnel with an unrecorded religion.

**UK Nationality** includes any individuals whose nationality is recorded on the Joint Personnel Administration (JPA) database as Anguilla, Bermuda, British, British Hong Kong, British Overseas Territories, British Antarctic Territory, British Indian Ocean Territory, British Virgin Islands, Cayman Islands, Falkland Islands, Gibraltar, Montserrat, Pitcairn Islands, Saint Helena, Ascension and Tristan da Cunha, South Georgia and the South Sandwich Islands or Turks and Caicos Islands. More details can be found on the gov.uk website.

A full glossary is available at:

<https://www.gov.uk/government/publications/armed-forces-monthly-service-personnel-statistics-supplementary-documents>

### 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 (Tri-Service)** Telephone: 020 7807 8896

Email: [DefStrat-Stat-Tri-Enquiries@mod.gov.uk](mailto:DefStrat-Stat-Tri-Enquiries@mod.gov.uk)

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>

### Other contact points within Defence Statistics are:

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Price Indices	030 6793 2100	<a href="mailto:DefStrat-Econ-ESES-PI-Hd@mod.gov.uk">DefStrat-Econ-ESES-PI-Hd@mod.gov.uk</a>
Naval Service Workforce	023 9262 8738	<a href="mailto:DefStrat-Stat-Navy@mod.gov.uk">DefStrat-Stat-Navy@mod.gov.uk</a>
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Tri-Service Workforce	020 7807 8896	<a href="mailto:DefStrat-Stat-Tri-Enquiries@mod.gov.uk">DefStrat-Stat-Tri-Enquiries@mod.gov.uk</a>
Civilian Workforce	020 7218 1359	<a href="mailto:DefStrat-Stat-Civ-Enquiries@mod.gov.uk">DefStrat-Stat-Civ Enquiries@mod.gov.uk</a>
Health Information	030 6798 4423	<a href="mailto:DefStrat-Stat-Health-PQ-FOI@mod.gov.uk">DefStrat-Stat-Health-PQ-FOI@mod.gov.uk</a>

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