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of Defence**

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Reference: **FOI2020/08689 and FOI2020/08717**

Date: **26th August 2020**

Dear [REDACTED]

Thank you for your emails of 28th/27th July requesting the following information:

FOI2020/08689:

“ARMY

Q1. Geographic Locations - What are the top three military Garrisons/Barrack locations within the UK which have the highest percentage proportion of;

- a) Female Commissioned Officers within its population**
- b) BAME Commissioned Officers within its population**
- c) Female soldiers and Senior Non-Commissioned Officers within its population**
- d) BAME soldiers and Senior Non-Commissioned Officers within its population**

Please state percentage of female/BAME composition in the response and total size of population, i.e. Aldershot Garrison – Female commissioned officers make up 10% of a total population of approximately 5,000 commissioned officers with Aldershot Garrison.

Q2 – Regimental Concentration – What are the top three individual Regiments/Battalions with the highest percentage proportion of;

- a) Female Commissioned Officers within its population**
- b) BAME Commissioned Officers within its population**
- c) Female soldiers and Senior Non-Commissioned Officers within its population**
- d) BAME soldiers and Senior Non-Commissioned Officers within its population**

Please state percentage of female/BAME composition in the response and total size of population, i.e. 16 Medical Regiment, RAMC – female commissioned officers make up 5% of a total population of approximately 30 commissioned officers within 16 Medical Regiment.

Q3 – Trade Concentration - What are the top three Trades/Roles within the British Army with the highest percentage proportion of;

- a) Female Commissioned Officers within its population**
- b) BAME Commissioned Officers within its population**
- c) Female soldiers and Senior Non-Commissioned Officers within its population**
- d) BAME soldiers and Senior Non-Commissioned Officers within its population**

Please state percentage of female/BAME composition in the response and total size of population, i.e. Nurse – female commissioned officers make up 30% of a total population of approximately 5,000 commissioned officers that are Nurses.

RAF

Q1. Geographic Locations - What are the top three RAF station locations within the UK which have the highest percentage proportion of;

- e) Female Commissioned ranks within its population**
- f) BAME Commissioned ranks within its population**
- g) Female Aircraftman/Senior Aircraftman/Corporal combined and Sergeant/Flight Sergeant/Warrant Officer combined within its population**
- h) BAME Aircraftman/Senior Aircraftman/Corporal combined and Sergeant/Flight Sergeant/Warrant Officer combined within its population**

Please state percentage of female/BAME composition in the response and total size of population, i.e. RAF Benson – Female commissioned ranks make up 10% of a total population of approximately 1,000 commissioned ranks at RAF Benson.

Q2 – Squadron Concentration – What are the top three RAF Squadrons with the highest percentage proportion of;

- e) Female Commissioned ranks within its population**
- f) BAME Commissioned ranks within its population**
- g) Female Aircraftman/Senior Aircraftman/Corporal combined and Sergeant/Flight Sergeant/Warrant Officer combined within its population**
- h) BAME Aircraftman/Senior Aircraftman/Corporal combined and Sergeant/Flight Sergeant/Warrant Officer combined within its population**

Please state percentage of female/BAME composition in the response and total size of population, i.e. II Squadron RAF Regiment (RAF Brize Norton) – Female commissioned ranks make up 5% of a total population of approximately 30 personnel at II Squadron RAF Regiment (RAF Brize Norton).

Q3 – Trade Concentration - What are the top three RAF Trades/Roles with the highest percentage proportion of:

- e) Female commissioned ranks within its population**
- f) BAME commissioned ranks within its population**
- g) Female Aircraftman/Senior Aircraftman/Corporal combined and Sergeant/Flight Sergeant/Warrant Officer combined within its population**
- h) BAME Aircraftman/Senior Aircraftman/Corporal combined and Sergeant/Flight Sergeant/Warrant Officer combined within its population**

Please state percentage of female/BAME composition in the response and total size of population, i.e. Air Operations (Control) Officer – Female commissioned ranks make up 10% of a total population of approximately 150 Air Operations (Control) Officers.

RN/RM

Q1. Geographic Locations – What are the top three Naval base/Station/Establishment locations within the UK which have the highest percentage proportion of;

- i) Female Commissioned Officers within its population**
- j) BAME Commissioned Officers within its population**
- k) Female Able Rate/Leading Hand combined and Petty Officer/Chief Petty Officer/Warrant Officer 1&2 combined within its population**
- l) BAME Able Rate/Leading Hand combined and Petty Officer/Chief Petty Officer/Warrant Officer 1&2 combined within its population**

Please state percentage of female/BAME composition in the response and total size of population, i.e. HMNB Portsmouth– Female commissioned officers make up 10% of a total population of approximately 5,000 commissioned officers at HMNB Portsmouth.

Q2 – Fleet/Services Concentration – What are the top three individual Fleet/Services/Units with the highest percentage proportion of;

- i) Female Commissioned Officers within its population**
- j) BAME Commissioned Officers within its population**
- k) Female Able Rate/Leading Hand combined and Petty Officer/Chief Petty Officer/Warrant Officer 1&2 combined within its population**
- l) BAME Able Rate/Leading Hand combined and Petty Officer/Chief Petty Officer/Warrant Officer 1&2 combined within its population**

Please state percentage of female/BAME composition in the response and total size of population, i.e. Fleet Air Arm – female commissioned officers make up 5% of a total population of approximately 30 commissioned officers within the Fleet Air Arm.

Q3 – Trade Concentration - What are the top three Trades within the Royal Navy/Royal Marines with the highest percentage proportion of:

- i) Female Commissioned Officers within its population**
- j) BAME Commissioned Officers within its population**
- k) Female Able Rate/Leading Hand combined and Petty Officer/Chief Petty Officer/Warrant Officer 1&2 combined within its population**
- l) BAME Able Rate/Leading Hand combined and Petty Officer/Chief Petty Officer/Warrant Officer 1&2 combined within its population”**

FOI2020/08717:

“Q1. Geographic Locations - What are the top three RAF station locations within the UK which have the highest percentage proportion of;

- a) Female Commissioned ranks within its population**
- b) BAME Commissioned ranks within its population**
- c) Female non-commissioned aircrew within its population**
- d) BAME non-commissioned aircrew within its population**

Please state percentage of female/BAME composition in the response and total size of population, i.e. RAF Benson – Female commissioned ranks make up 10% of a total population of approximately 1,000 personnel at RAF Benson.

Q2 – Squadron Concentration – What are the top three RAF Squadrons with the highest percentage proportion of;

- a) Female Commissioned ranks within its population**
- b) BAME Commissioned ranks within its population**
- c) Female non-commissioned aircrew within its population**
- d) BAME non-commissioned aircrew within its population**

Please state percentage of female/BAME composition in the response and total size of population, i.e. II Squadron RAF Regiment (RAF Brize Norton) – Female commissioned ranks make up 5% of a total population of approximately 30 personnel at II Squadron RAF Regiment (RAF Brize Norton).

Q3 – Trade Concentration - What are the top three RAF Trades/Roles with the highest percentage proportion of:

- a) Female Commissioned ranks within its population**
- b) BAME Commissioned ranks within its population**
- c) Female non-commissioned aircrew within its population**
- d) BAME non-commissioned aircrew within its population”**

We are treating your correspondence as a request for information under the Freedom of Information Act 2000 (FOIA).

I am writing to confirm that MOD holds some of the information on the subject you have requested. However, I have to advise you that we will not be able to answer your request without exceeding the appropriate limit. This is because to locate, retrieve and extract information requested would exceed 4 days of effort.

Section 12 of the Act makes provision for public authorities to refuse requests for information where the cost of dealing with them would exceed the appropriate limit, which for central government is set at £600. This represents the estimated cost of one person spending 3.5 working days in determining whether the department holds the information, and locating, retrieving and extracting it.

The MOD may be able to provide some information in scope of your request if you reduce or refine your request to bring the cost of compliance under the limit.

Under Section 16 (Advice and Assistance) you may find it helpful to note that the MOD holds:

- Gender and ethnicity statistics is published in our Biannual Diversity Statistics (Tables 1-3, and Table 5 for Regular personnel data), which can be found at: <https://www.gov.uk/government/statistics/uk-armed-forces-biannual-diversity-statistics-2020>.
- The tables present information on diversity declaration and representation of protected characteristics of the military personnel employed by the Ministry of Defence (MOD). Statistics are included on gender, ethnicity, nationality, religion, age and maternity.
- Locational statistics are published in our Annual Location Statistics, which can be found at: <https://www.gov.uk/government/statistics/location-of-uk-regular-service-and-civilian-personnel-annual-statistics-2020>.
- The tables present information on the stationed location of all UK Regular service and Civilian personnel by UK Unitary Authority and Local Authority Area, as well as global locations. Data are presented for each Service by Officer / Other Ranks breakdown, and for Civilian personnel by non-industrial/industrial breakdown (including Trading Funds and Locally Engaged Civilians).

If you have any queries regarding the content of this letter, please contact this office in the first instance.

If you wish to complain about the handling of your request, or the content of this response, you can request an independent internal review by contacting the Information Rights Compliance team, Ground Floor, MOD Main Building, Whitehall, SW1A 2HB (e-mail CIO-FOI-IR@mod.uk). Please note that any request for an internal review should be made within 40 working days of the date of this response.

If you remain dissatisfied following an internal review, you may raise your complaint directly to the Information Commissioner under the provisions of Section 50 of the Freedom of Information Act. Please note that the Information Commissioner will not normally investigate your case until the MOD internal review process has been completed. The Information Commissioner can be contacted at: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF. Further details of the

role and powers of the Information Commissioner can be found on the Commissioner's website at <https://ico.org.uk/>.

Would you like to be added to our contact list, so that we can inform you about updates to our statistical publications covering **Military Personnel** and consult you if we are thinking of making changes? You can subscribe to updates by emailing DefStrat-Stat-Tri-Enquiries@mod.uk

Yours sincerely,

Defence Statistics (Tri-Service)