

MOD Civilian Personnel Statistics

Internal Statistical Release

1 October 2011



MINISTRY OF DEFENCE

Quarterly Diversity Dashboard 1 October 2011

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This statistical internal release presents figures on diversity declaration and representation of minority groups of civilian personnel employed by the Ministry Of Defence within the core Top Level Budgets and Trading Funds. It uses data from the Ministry of Defence Human Resource and Management System (HRMS), and is presented throughout on a Headcount basis.

The tables present declaration rates of the self-declared diversity protected characteristics (ethnicity, disability, sexual orientation and religion/belief), representation of minority groups in protected characteristics (including gender and age) and changes in declaration and representation over the past year.

Key Points and Trends:

- Ethnicity declaration remains highest across the MOD TLBs at 89.0% overall. Religion and sexual orientation declaration rates have continued to increase steadily to 67.2% and 65.5% respectively. Disability declaration, post HRMS reset, has risen to 9.3% from 4.6% at July 2011. Disability declaration for Land, Air and DIO remain below 8%, whilst CJO and Navy show the greatest declaration with 10.2 and 7.3 percentage point increases since July.
- Females represent 38.3% of MOD TLB personnel. Since October 2010 female representation has risen and is above MOD 2011 targets for all non-industrial Grades. Representation in Skill Zones has fallen by 4.2 % points since October 2010 to 17.9%.
- BME representation in MOD TLBs remains static at 3.5%, below the 5.0% MOD 2011 target. SCS BME representation has increased to 3.0%, exceeding the MOD 2013 target of 2.5% (Cabinet Office target 5.0%). Band B BME representation continues at 3.2%, meeting the 3.0% MOD 2011 target, however Band D personnel have 3.1% BME representation, compared to the MOD 2011 target of 3.5%.
- LGB representation has seen a slight increase to 1.6% across MOD TLBs. As more than a third of personnel have not declared their sexual orientation, caution must be used in considering the accuracy of this figure. Band D with a declaration rate of 70.4%, has seen a steady representation increase from 1.3 to 1.7% since October 2010.
- Representation of non-Christian religions is 5.1% across MOD TLBs and is highest for Band E at 6.1%. Band E and Non-Skill-Zone industrials are the only grades to have increased Christian representation. Non-Skill-Zone industrials have the highest Secular representation at 32.4%, but this has fallen since October 2010, with an increase in both Christian and non-Christian religions. With around a third not making religion declarations, caution should be used when considering representation.
- There is continuing evidence of an aging population when comparing the age distributions as at 1 April 2005 and 1 October 2011.

Table 1 - Strength and declaration rates of self-declared Protected Characteristics by TLB and Trading Funds, as at 1 October 2010 and 1 October 2011

	Strength 1 October 2010	1 October 2010 declaration %	Strength 1 October 2011	1 October 2011 declaration %	Headcount Declaration % Point Change
Ethnicity					
MOD Total¹	73,980	85.6%	68,480	87.6%	2.0%
MOD TLB Total²	64,080	87.6%	60,700	89.0%	1.5%
Navy Command	2,510	88.6%	2,370	90.2%	1.6%
Land	16,480	84.4%	15,250	86.3%	1.9%
Air	8,900	85.0%	7,690	86.3%	1.4%
Central	16,830	89.2%	16,150	90.6%	1.4%
CJO	300	90.2%	270	89.1%	-1.1%
DE&S	16,050	89.7%	15,790	90.7%	1.0%
DIO ³	2,940	90.7%	3,180	91.8%	1.1%
Trading Funds Total	9,900	73.0%	7,780	76.2%	3.2%
Hydro	980	84.0%	1,020	84.6%	0.6%
Defence Support Group	3,210	66.9%	2,980	66.7%	-0.2%
Met Office ⁴	1,870	57.8%	*	*	*
DSTL	3,830	82.7%	3,780	81.4%	-1.3%
Disability⁵					
MOD Total¹	73,980	..	68,480	..	..
MOD TLB Total²	64,080	83.8%	60,700	9.3%	-74.5%
Navy Command	2,510	82.7%	2,370	11.9%	-70.9%
Land	16,480	83.5%	15,250	6.7%	-76.8%
Air	8,900	81.3%	7,690	7.4%	-73.9%
Central	16,830	83.7%	16,150	11.4%	-72.3%
CJO	300	90.5%	270	16.9%	-73.7%
DE&S	16,050	85.2%	15,790	10.5%	-74.7%
DIO ³	2,940	86.0%	3,180	7.8%	-78.3%
Trading Funds Total	9,900	..	7,780	..	..
Hydro	980	..	1,020	..	..
Defence Support Group	3,210	..	2,980	..	..
Met Office ⁴	1,870	*	*	*	*
DSTL	3,830	..	3,780	..	..
Sexual Orientation					
MOD Total¹	73,980	..	68,480	..	..
MOD TLB Total²	64,080	61.9%	60,700	65.6%	3.7%
Navy Command	2,510	61.8%	2,370	65.9%	4.1%
Land	16,480	57.7%	15,250	61.5%	3.8%
Air	8,900	53.6%	7,690	58.1%	4.5%
Central	16,830	65.3%	16,150	68.7%	3.4%
CJO	300	68.9%	270	71.9%	3.0%
DE&S	16,050	66.1%	15,790	69.1%	3.0%
DIO ³	2,940	68.9%	3,180	70.3%	1.4%
Trading Funds Total	9,900	..	7,780	..	..
Hydro	980	..	1,020	..	..
Defence Support Group	3,210	..	2,980	..	..
Met Office ⁴	1,870	*	*	*	*
DSTL	3,830	..	3,780	..	..
Religion and Belief					
MOD Total¹	73,980	..	68,480	..	..
MOD TLB Total²	64,080	64.0%	60,700	67.2%	3.1%
Navy Command	2,510	65.0%	2,370	68.4%	3.4%
Land	16,480	60.9%	15,250	64.3%	3.5%
Air	8,900	56.8%	7,690	60.9%	4.0%
Central	16,830	66.6%	16,150	69.6%	3.0%
CJO	300	70.6%	270	73.8%	3.2%
DE&S	16,050	67.5%	15,790	69.5%	2.0%
DIO ³	2,940	69.0%	3,180	70.8%	1.8%
Trading Funds Total	9,900	..	7,780	..	..
Hydro	980	..	1,020	..	..
Defence Support Group	3,210	..	2,980	..	..
Met Office ⁴	1,870	*	*	*	*
DSTL	3,830	..	3,780	..	..

Source: DASA(Quad-Service)

Notes:

1. Totals include all industrial, non-industrial and Trading Funds personnel but exclude all Royal Fleet Auxiliary and locally engaged civilians for which declaration data are not available, measured as headcount (part time equivalent to one person).
2. MOD TLB Total includes all known, allocated core TLBs, and also includes those who are unallocated who are not listed elsewhere in this table, but excludes all Trading Funds personnel.
3. DIO officially came into being as at 1 April 2011, however at this time the structural changes had not been enacted, and therefore DIO figures presented here represent the structure attributed formerly as Defence Estates.
4. Responsibility for reporting on Met Office transferred to BIS as at October 2011, and data for Met Office from this period onwards are no longer shown in this publication.
5. The disability field on HRMS was reset on 18 April 2011 to accommodate the new disability reporting requirements. Consequently all personnel were required to redeclare.

Strength figures are rounded to the nearest 10. Numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Totals may not always equal the sum of the individual parts.

Civil Service Wide Diversity Strategy – By 2013 a 90% declaration rate for the 'ethnicity' and 'disability' strands (excluding 'choose not to declare'). In the long term a rate of at least 80% for the 'religion or belief' and 'sexual orientation' strands (excluding 'choose not to declare').

Percentages are calculated from unrounded figures and are shown to 1 decimal place.

.. Indicates data not available.

* Indicates data not Applicable

Table 2 - Strength and declaration rates of self-declared Protected Characteristics by Grade, as at 1 October 2010 and 1 October 2011

	Headcount				
	Strength 1 October 2010	1 October 2010 declaration %	Strength 1 October 2011	1 October 2011 declaration %	Declaration % Change
Ethnicity					
MOD TLB Total¹	64,080	87.6%	60,700	89.0%	1.5%
SCS ²	270	91.2%	260	90.7%	-0.4%
Band B	2,560	84.7%	2,470	85.9%	1.2%
Band C	17,010	85.1%	17,130	87.1%	2.1%
Band D	10,170	90.2%	10,020	91.1%	0.9%
Band E	22,650	91.1%	21,100	92.1%	1.0%
Skill Zones 1-4	9,710	82.8%	8,580	84.9%	2.1%
Other Industrials	1,090	83.5%	1,120	80.3%	-3.2%
Disability³					
MOD TLB Total¹	64,080	83.8%	60,700	9.3%	-74.5%
SCS ²	270	90.1%	260	17.0%	-73.1%
Band B	2,560	84.6%	2,470	11.3%	-73.3%
Band C	17,010	84.5%	17,130	10.4%	-74.1%
Band D	10,170	84.5%	10,020	11.0%	-73.5%
Band E	22,650	84.0%	21,100	9.7%	-74.3%
Skill Zones 1-4	9,710	80.7%	8,580	4.3%	-76.4%
Other Industrials	1,090	81.2%	1,120	4.0%	-77.2%
Sexual Orientation					
MOD TLB Total¹	64,080	61.9%	60,700	65.6%	3.7%
SCS ²	270	66.2%	260	68.7%	2.5%
Band B	2,560	61.8%	2,470	63.8%	2.0%
Band C	17,010	62.1%	17,130	65.1%	3.0%
Band D	10,170	67.4%	10,020	70.4%	3.0%
Band E	22,650	63.8%	21,100	67.6%	3.8%
Skill Zones 1-4	9,710	52.6%	8,580	58.6%	6.0%
Other Industrials	1,090	52.9%	1,120	51.5%	-1.5%
Religion and Belief					
MOD TLB Total¹	64,080	64.0%	60,700	67.2%	3.1%
SCS ²	270	64.7%	260	66.0%	1.3%
Band B	2,560	61.3%	2,470	63.3%	2.0%
Band C	17,010	63.8%	17,130	66.2%	2.4%
Band D	10,170	68.4%	10,020	71.2%	2.8%
Band E	22,650	67.4%	21,100	70.4%	3.1%
Skill Zones 1-4	9,710	54.4%	8,580	59.7%	5.3%
Other Industrials	1,090	51.5%	1,120	50.8%	-0.7%

Source: DASA(Quad-Service)

Notes:

1. Totals include all industrial, non-industrial and personnel with an unknown grade (not listed elsewhere in this table), but exclude all Trading Funds personnel, Royal Fleet Auxiliary and locally engaged civilians for which declaration data are not available, measured as headcount (part time equivalent to one person).
2. SCS figures only include personnel in designated SCS posts and are based on staff numbers provided by DCP-CC SCS AD. SCS figures exclude those outside the Senior Civil Service but of grade equivalence (those on temporary promotion). These individuals are included for this analysis within Band B.
3. The disability field on HRMS was reset on 18 April 2011 to accommodate the new disability reporting requirements. Consequently all personnel were required to redeclare.

Civil Service Wide Diversity Strategy – By 2013 a 90% declaration rate for the 'ethnicity' and 'disability' strands (excluding choose not to declare). In the long term a rate of at least 80% for the 'religion or belief' and 'sexual orientation' strands (excluding choose not to declare).

Strength figures are rounded to the nearest 10. Numbers ending in "5" have been rounded to the nearest multiple of 20 to prevent systematic bias. Totals may not always equal the sum of the individual parts.

Percentages are calculated from unrounded figures and are shown to 1 decimal place.

Table 3a - Protected Characteristic Declaration rates by TLB, as at 1 October 2011

	ETHNICITY				DISABILITY ⁴				SEXUAL ORIENTATION				RELIGION OR BELIEF			
	Declaration % as at 1 October 2011	Declaration % since 1 October 2010	Choose Not to Declare % as at 1 October 2011	No Response % as at 1 October 2011	Declaration % as at 1 October 2011	Declaration % since 1 October 2010	Choose Not to Declare % as at 1 October 2011	No Response % as at 1 October 2011	Declaration % as at 1 October 2011	Declaration % since 1 October 2010	Choose Not to Declare % as at 1 October 2011	No Response % as at 1 October 2011	Declaration % as at 1 October 2011	Declaration % since 1 October 2010	Choose Not to Declare % as at 1 October 2011	No Response % as at 1 October 2011
MOD TLB Total¹	89.0%	1.5%	3.0%	8.0%	9.3%	-74.5%	1.2%	89.4%	65.6%	3.7%	18.8%	15.6%	67.2%	3.1%	17.7%	15.2%
Navy Command	90.2%	1.6%	3.6%	6.2%	11.9%	-70.9%	1.3%	86.8%	65.9%	4.1%	20.2%	13.9%	68.4%	3.4%	17.7%	13.9%
Land	86.3%	1.9%	1.8%	11.9%	6.7%	-76.8%	0.7%	92.5%	61.5%	3.8%	15.5%	23.0%	64.3%	3.5%	13.4%	22.3%
Air	86.3%	1.4%	2.2%	11.4%	7.4%	-73.9%	0.8%	91.7%	58.1%	4.5%	15.7%	26.2%	60.9%	4.0%	13.3%	25.9%
Central	90.6%	1.4%	3.4%	6.0%	11.4%	-72.3%	1.5%	87.1%	68.7%	3.4%	19.7%	11.6%	69.6%	3.0%	19.3%	11.1%
CJO	89.1%	-1.1%	2.6%	8.2%	16.9%	-73.7%	0.0%	83.1%	71.9%	3.0%	17.2%	10.9%	73.8%	3.2%	16.5%	9.7%
DE&S	90.7%	1.0%	4.1%	5.1%	10.5%	-74.7%	1.6%	87.9%	69.1%	3.0%	22.7%	8.2%	69.5%	2.0%	22.5%	8.0%
DIO ²	91.8%	1.1%	2.1%	6.1%	7.8%	-78.3%	0.9%	91.3%	70.3%	1.4%	16.9%	12.8%	70.8%	1.8%	16.6%	12.5%

Source: DASA(Quad-Service)

Table 3b - Protected Characteristic Declaration rates by Grade, as at 1 October 2011

	ETHNICITY				DISABILITY ⁴				SEXUAL ORIENTATION				RELIGION OR BELIEF			
	Declaration % as at 1 October 2011	Declaration % since 1 October 2010	Choose Not to Declare % as at 1 October 2011	No Response % as at 1 October 2011	Declaration % as at 1 October 2011	Declaration % since 1 October 2010	Choose Not to Declare % as at 1 October 2011	No Response % as at 1 October 2011	Declaration % as at 1 October 2011	Declaration % since 1 October 2010	Choose Not to Declare % as at 1 October 2011	No Response % as at 1 October 2011	Declaration % as at 1 October 2011	Declaration % since 1 October 2010	Choose Not to Declare % as at 1 October 2011	No Response % as at 1 October 2011
MOD TLB Total¹	89.0%	1.5%	3.0%	8.0%	9.3%	-74.5%	1.2%	89.4%	65.6%	3.7%	18.8%	15.6%	67.2%	3.1%	17.7%	15.2%
SCS ³	90.7%	-0.4%	~	7.7%	17.0%	-73.1%	~	82.6%	68.7%	2.5%	19.3%	12.0%	66.0%	1.3%	20.5%	13.5%
Band B	85.9%	1.2%	5.2%	9.0%	11.3%	-73.3%	1.3%	87.4%	63.8%	2.0%	22.8%	13.4%	63.3%	2.0%	23.6%	13.1%
Band C	87.1%	2.1%	4.3%	8.6%	10.4%	-74.1%	1.5%	88.0%	65.1%	3.0%	22.1%	12.9%	66.2%	2.4%	21.2%	12.6%
Band D	91.1%	0.9%	3.9%	5.1%	11.0%	-73.5%	1.7%	87.4%	70.4%	3.0%	19.5%	10.0%	71.2%	2.8%	19.0%	9.7%
Band E	92.1%	1.0%	2.2%	5.7%	9.7%	-74.3%	1.1%	89.2%	67.6%	3.8%	18.1%	14.3%	70.4%	3.1%	16.0%	13.5%
Skill Zones 1-4	84.9%	2.1%	1.0%	14.0%	4.3%	-76.4%	0.4%	95.3%	58.6%	6.0%	13.3%	28.0%	59.7%	5.3%	12.4%	27.9%
Other Industrials	80.3%	-3.2%	0.9%	18.8%	4.0%	-77.2%	~	95.7%	51.5%	-1.5%	7.6%	40.9%	50.8%	-0.7%	8.4%	40.8%

Source: DASA(Quad-Service)

Notes:

1. Totals include all industrial, non-industrial and personnel with an unallocated TLB but exclude all Trading Funds, Royal Fleet Auxiliary and locally engaged civilians, measured as headcount (part time equivalent to one person).
2. DIO officially came into being as at 1 April 2011, however at this time the structural changes had not been enacted, and therefore DIO figures presented here represent the structure attributed formerly as Defence Estates.
3. SCS figures only include personnel in designated SCS posts and are based on staff numbers provided by DCP-CC SCS AD. SCS figures exclude those outside the Senior Civil Service but of grade equivalence (those on temporary promotion). These individuals are included for this analysis within Band B.
4. The disability field on HRMS was reset on 18 April 2011 to accommodate the new disability reporting requirements. Consequently all personnel were required to redeclare.

Civil Service Wide Diversity Strategy – By 2013 a 90% declaration rate for the 'ethnicity' and 'disability' strands (excluding choose not to declare). In the long term a rate of at least 80% for the 'religion or belief' and 'sexual orientation' strands (excluding choose not to declare).

Percentages are calculated from unrounded figures and are shown to 1 decimal place.

~ denotes base values less than or equal to 5, no percentage has been calculated.

Table 4 - Ethnicity representation percentages by TLB and Trading Funds, as at 1 October 2010, 1 July 2011 and 1 October 2011

	1 October 2010 Representation %	1 July 2011 Representation %	1 October 2011 Representation %	Representation % point Change since last Quarter	1 October 2011 Declaration Rate %
MOD TLB Total¹					89.0%
Black & Minority Ethnic	3.2%	3.5%	3.5%	0.0%	
White	96.8%	96.5%	96.5%	0.0%	
Navy Command					90.2%
Black & Minority Ethnic	1.8%	1.8%	1.9%	0.1%	
White	98.2%	98.2%	98.1%	-0.1%	
Land Forces					86.3%
Black & Minority Ethnic	2.9%	3.3% ^r	3.3%	0.0%	
White	97.1%	96.7% ^r	96.7%	0.0%	
Air Command					86.3%
Black & Minority Ethnic	2.6%	2.7%	2.7%	0.0%	
White	97.4%	97.3%	97.3%	0.0%	
Central					90.6%
Black & Minority Ethnic	4.4%	4.7%	4.7%	0.0%	
White	95.6%	95.3%	95.3%	0.0%	
CJO					89.1%
Black & Minority Ethnic	4.4%	8.5%	8.8%	0.3%	
White	95.6%	91.5%	91.2%	-0.3%	
DE&S					90.7%
Black & Minority Ethnic	2.8%	3.1%	3.1%	0.0%	
White	97.2%	96.9%	96.9%	0.0%	
DIO²					91.8%
Black & Minority Ethnic	3.1%	3.6%	3.6%	0.0%	
White	96.9%	96.4%	96.4%	0.0%	
Trading Funds					97.6%
Black & Minority Ethnic	2.4%	2.4%	2.3%	-0.1%	
White	97.6%	97.6%	97.7%	0.1%	

Source: DASA(Quad-Service)

Notes:

1. Totals include all core MOD civilian industrial and non-industrial personnel, but exclude all Trading Funds, Royal Fleet Auxiliary and locally engaged civilians, for which declaration data are not available, measured as headcount (part time equivalent to one person). Trading Funds information is presented separately where it is available, however is not included in totals to enable consistent comparison.

2. DIO officially came into being as at 1 April 2011, however at this time the structural changes had not been enacted, and therefore DIO figures presented here represent the structure attributed formerly as Defence Estates.

Civil Service Wide Diversity Strategy – By 2013 a 90% declaration rate for the 'ethnicity' strands (excluding choose not to declare).

The current MOD 2013 target for Ethnic Minority representation is 5.0%.

Representation percentages are based on known declared ethnicity status as recorded on HRMS, and exclude data for unknown or undeclared entries. Percentages are calculated from unrounded figures and are shown to 1 decimal place.

^r - revised.

Table 5 - Gender representation percentages by TLB and Trading Funds, as at 1 October 2010, 1 July 2011 and 1 October 2011

	1 October 2010 Representation %	1 July 2011 Representation %	1 October 2011 Representation %	Representation % point Change since last Quarter
MOD TLB Total¹				
Male	61.4%	61.7%	61.7%	0.0%
Female	38.6%	38.3%	38.3%	0.0%
Navy Command				
Male	53.0%	52.6%	52.5%	-0.1%
Female	47.0%	47.4%	47.5%	0.1%
Land Forces				
Male	54.5%	54.0%	54.1%	0.1%
Female	45.5%	46.0%	45.9%	-0.1%
Air Command				
Male	53.6%	56.2%	56.3%	0.0%
Female	46.4%	43.8%	43.7%	0.0%
Central				
Male	66.9%	66.7%	66.6%	-0.1%
Female	33.1%	33.3%	33.4%	0.1%
CJO				
Male	55.1%	57.8%	56.2%	-1.7%
Female	44.9%	42.2%	43.8%	1.7%
DE&S				
Male	68.0%	67.8%	67.7%	-0.1%
Female	32.0%	32.2%	32.3%	0.1%
DIO²				
Male	62.7%	64.2%	65.0%	0.8%
Female	37.3%	35.8%	35.0%	-0.8%
Trading Funds				
Male	75.6%	75.0%	75.3%	0.3%
Female	24.4%	25.0%	24.7%	-0.3%

Source: DASA(Quad-Service)

Notes:

1. Totals include all core MOD civilian industrial and non-industrial personnel, but exclude all Trading Funds, Royal Fleet Auxiliary and locally engaged civilians, for which declaration data are not available, measured as headcount (part time equivalent to one person). Trading Funds information is presented separately where it is available, however is not included in totals to enable consistent comparison.

2. DIO officially came into being as at 1 April 2011, however at this time the structural changes had not been enacted, and therefore DIO figures presented here represent the structure attributed formerly as Defence Estates.

The current MOD 2013 target for Gender representation is 40.0%.

Percentages are calculated from unrounded figures and are shown to 1 decimal place.

Table 6 - Sexual Orientation representation percentages by TLB and Trading Funds, as at 1 October 2010, 1 July 2011 and 1 October 2011

	1 October 2010 Representation %	1 July 2011 Representation %	1 October 2011 Representation %	Representation % point Change since last Quarter	1 October 2011 Declaration Rate %
MOD TLB Total¹					65.6%
Heterosexual	98.6%	98.5%	98.4%	-0.1%	
Gay, Lesbian, Bisexual	1.4%	1.5%	1.6%	0.1%	
Navy Command					65.9%
Heterosexual	99.0%	99.0%	98.9%	-0.1%	
Gay, Lesbian, Bisexual	1.0%	1.0%	1.1%	0.1%	
Land Forces					61.5%
Heterosexual	98.8%	98.6%	98.7%	0.0%	
Gay, Lesbian, Bisexual	1.2%	1.4%	1.3%	0.0%	
Air Command					58.1%
Heterosexual	99.0%	98.8%	98.7%	-0.2%	
Gay, Lesbian, Bisexual	1.0%	1.2%	1.3%	0.2%	
Central					68.7%
Heterosexual	98.1%	98.0%	97.9%	0.0%	
Gay, Lesbian, Bisexual	1.9%	2.0%	2.1%	0.0%	
CJO					71.9%
Heterosexual	~	~	~	~	
Gay, Lesbian, Bisexual	~	~	~	~	
DE&S					69.1%
Heterosexual	98.9%	98.6%	98.4%	-0.2%	
Gay, Lesbian, Bisexual	1.1%	1.4%	1.6%	0.2%	
DIO²					70.3%
Heterosexual	98.8%	98.5%	98.3%	-0.2%	
Gay, Lesbian, Bisexual	1.2%	1.5%	1.7%	0.2%	
Trading Funds					..
Heterosexual	..	..	..	..
Gay, Lesbian, Bisexual	..	..	..	..

Source: DASA(Quad-Service)

Notes:

1. Totals include all core MOD civilian industrial and non-industrial personnel, but exclude all Trading Funds, Royal Fleet Auxiliary and locally engaged civilians, for which declaration data are not available, measured as headcount (part time equivalent to one person). Trading Funds information is presented separately where it is available, however is not included in totals to enable consistent comparison.

2. DIO officially came into being as at 1 April 2011, however at this time the structural changes had not been enacted, and therefore DIO figures presented here represent the structure attributed formerly as Defence Estates.

Civil Service Wide Diversity Strategy – In the long term a rate of at least 80% declaration rate for 'sexual orientation' strands (excluding choose not to declare).

Representation percentages are based on known declared sexual orientation status as recorded on HRMS, and exclude data for unknown or undeclared entries. Percentages are calculated from unrounded figures and are shown to 1 decimal place.

* denotes data not available

.. denotes base values less than or equal to 5, no percentage has been calculated.

Table 7 - Religion / Belief representation percentages by TLB and Trading Funds, as at 1 October 2010, 1 July 2011 and 1 October 2011

	1 October 2010 Representation %	1 July 2011 Representation %	1 October 2011 Representation %	Representation % point Change since last Quarter	1 October 2011 Declaration Rate %
MOD TLB Total¹					67.2%
Christian	71.8%	71.6%	71.7%	0.0%	
Non Christian Religion ²	5.0%	5.0%	5.1%	0.0%	
Secular ³	23.2%	23.4%	23.3%	-0.1%	
Navy Command⁴					68.4%
Christian	73.9%	73.0%	73.0%	0.0%	
Non Christian Religion ²	3.7%	4.0%	4.1%	0.1%	
Secular ³	22.4%	23.0%	22.9%	-0.1%	
Land Forces					64.3%
Christian	75.8%	76.1%	76.2%	0.1%	
Non Christian Religion ²	5.2%	5.0%	5.0%	0.0%	
Secular ³	19.0%	18.9%	18.8%	-0.1%	
Air Command					60.9%
Christian	74.9%	75.1%	75.1%	0.0%	
Non Christian Religion ²	4.5%	4.2%	4.2%	0.0%	
Secular ³	20.6%	20.7%	20.7%	0.0%	
Central					69.6%
Christian	68.9%	68.9%	69.0%	0.1%	
Non Christian Religion ²	5.9%	6.1%	6.1%	0.1%	
Secular ³	25.2%	25.0%	24.9%	-0.1%	
CJO					73.8%
Christian	65.6%	62.4%	62.9%	0.5%	
Non Christian Religion ²	11.5%	10.7%	11.2%	0.5%	
Secular ³	23.0%	26.9%	25.9%	-1.0%	
DE&S					69.5%
Christian	68.7%	68.3%	68.3%	-0.1%	
Non Christian Religion ²	4.4%	4.4%	4.5%	0.0%	
Secular ³	26.9%	27.3%	27.3%	0.0%	
DIO⁴					70.8%
Christian	75.4%	74.4%	74.4%	0.0%	
Non Christian Religion ²	4.4%	4.6%	4.8%	0.2%	
Secular ³	20.2%	20.9%	20.8%	-0.1%	
Trading Funds					..
Christian	..	..	..	..
Non Christian Religion ²	..	..	..	..
Secular ³	..	..	..	..

Source: DASA(Quad-Service)

Notes:

1. Totals include all core MOD civilian industrial and non-industrial personnel, but exclude all Trading Funds, Royal Fleet Auxiliary and locally engaged civilians, for which declaration data are not available, measured as headcount (part time equivalent to one person). Trading Funds information is presented separately where it is available, however is not included in totals to enable consistent comparison.
2. Non Christian Religion refers to all those declaring religious beliefs other than Christian denominations.
3. Secular refers to all those declaring that they have no religious beliefs.
4. DIO officially came into being as at 1 April 2011, however at this time the structural changes had not been enacted, and therefore DIO figures presented here represent the structure attributed formerly as Defence Estates.

Civil Service Wide Diversity Strategy – In the long term a rate of at least 80% declaration for 'religion or belief' strands (excluding choose not to declare).

Representation percentages are based on known declared religion or belief as recorded on HRMS, and exclude data for unknown or undeclared entries. Percentages are calculated from unrounded figures and are shown to 1 decimal place.

.. denotes data not available

^r - revised.

Table 8 - Age representation percentages by TLB and Trading Funds, as at 1 October 2010, 1 July 2011 and 1 October 2011

	1 October 2010 Representation %	1 July 2011 Representation %	1 October 2011 Representation %	Representation % point Change since last Quarter
MOD TLB Total¹				
<26	4.3%	3.6%	3.3%	-0.2%
26-35	13.1%	12.8%	12.7%	-0.1%
36-45	25.4%	24.1%	23.7%	-0.4%
46-55	34.9%	36.0%	36.3%	0.3%
> 55	22.3%	23.5%	24.0%	0.5%
Navy Command				
<26	2.2%	2.0%	1.7%	-0.2%
26-35	9.9%	9.8%	9.9%	0.1%
36-45	24.6%	23.2%	22.6%	-0.6%
46-55	37.6%	37.8%	38.0%	0.2%
> 55	25.8%	27.2%	27.8%	0.6%
Land Forces				
<26	3.1%	2.6%	2.4%	-0.2%
26-35	11.8%	11.3%	11.0%	-0.2%
36-45	27.0%	25.7%	25.4%	-0.2%
46-55	33.6%	34.9%	35.2%	0.3%
> 55	24.6%	25.6%	26.0%	0.4%
Air Command				
<26	4.7%	3.4%	3.1%	-0.4%
26-35	10.7%	10.4%	10.4%	-0.1%
36-45	23.0%	22.0%	21.6%	-0.4%
46-55	33.5%	34.2%	34.3%	0.1%
> 55	28.1%	29.9%	30.7%	0.7%
Central				
<26	5.2%	4.1%	3.7%	-0.4%
26-35	15.3%	14.8%	14.7%	-0.1%
36-45	25.9%	24.0%	23.7%	-0.3%
46-55	35.1%	37.1%	37.6%	0.5%
> 55	18.5%	19.9%	20.3%	0.4%
CJO				
<26	~	~	~	~
26-35	23.0%	22.0%	23.2%	1.2%
36-45	30.1%	28.4%	27.7%	-0.6%
46-55	27.7%	29.5%	28.8%	-0.6%
> 55	18.2%	19.0%	19.1%	0.1%
DE&S				
<26	5.0%	4.7%	4.6%	0.0%
26-35	13.9%	14.1%	14.1%	0.0%
36-45	24.4%	23.7%	23.2%	-0.5%
46-55	36.4%	36.6%	36.8%	0.2%
> 55	20.2%	20.8%	21.2%	0.4%
DIO²				
<26	2.3%	2.0%	1.8%	-0.2%
26-35	11.6%	10.4%	9.9%	-0.5%
36-45	27.0%	24.0%	23.7%	-0.3%
46-55	36.4%	36.5%	36.5%	0.0%
> 55	22.8%	27.0%	28.1%	1.0%
Trading Funds				
<26	8.1%	7.2%	8.0%	0.8%
26-35	21.7%	21.9%	21.2%	-0.7%
36-45	27.0%	26.8%	25.1%	-1.7%
46-55	27.0%	27.2%	27.5%	0.4%
> 55	16.2%	17.0%	18.2%	1.3%

Source: DASA(Quad-Service)

Notes:

1. Totals include all core MOD civilian industrial and non-industrial personnel, but exclude all Trading Funds, Royal Fleet Auxiliary and locally engaged civilians, for which declaration data are not available, measured as headcount (part time equivalent to one person). Trading Funds information is presented separately where it is available, however is not included in totals to enable consistent comparison.
2. DIO officially came into being as at 1 April 2011, however at this time the structural changes had not been enacted, and therefore DIO figures presented here represent the structure attributed formerly as Defence Estates.

Representation percentages are based on known age as recorded on HRMS, and exclude data for unknown entries. Percentages are calculated from unrounded figures and are shown to 1 decimal place.

~ denotes base values less than or equal to 5, no percentage has been calculated.

Table 9 - Ethnicity representation rates by Grade, as at 1 October 2010, 1 July 2011 and 1 October 2011

	1 October 2010 Representation %	1 July 2011 Representation %	1 October 2011 Representation %	Representation % point Change since last Quarter	1 October 2011 Declaration Rate %
MOD TLB Total¹					89.0%
Black & Minority Ethnic	3.2%	3.5%	3.5%	0.0%	
White	96.8%	96.5%	96.5%	0.0%	
SCS²					90.7%
Black & Minority Ethnic	~	2.8%	3.0%	0.1%	
White	~	97.2%	97.0%	-0.1%	
Band B					85.9%
Black & Minority Ethnic	3.1%	3.2%	3.2%	0.0%	
White	96.9%	96.8%	96.8%	0.0%	
Band C					87.1%
Black & Minority Ethnic	3.0%	3.6%	3.5%	-0.1%	
White	97.0%	96.4%	96.5%	0.1%	
Band D					91.1%
Black & Minority Ethnic	3.0%	3.2%	3.1%	-0.1%	
White	97.0%	96.8%	96.9%	0.1%	
Band E					92.1%
Black & Minority Ethnic	4.0%	4.2%	4.3%	0.1%	
White	96.0%	95.8%	95.7%	-0.1%	
Skill Zones 1-4					84.9%
Black & Minority Ethnic	2.2%	2.3%	2.3%	0.1%	
White	97.8%	97.7%	97.7%	-0.1%	
Other Industrials					80.3%
Black & Minority Ethnic	2.2%	2.3%	2.7%	0.3%	
White	97.8%	97.7%	97.3%	-0.3%	

Source: DASA(Quad-Service)

Notes:

1. Totals include all core MOD civilian industrial and non-industrial personnel, but exclude all Trading Funds, Royal Fleet Auxiliary and locally engaged civilians for which declaration data are not available, measured as headcount (part time equivalent to one person).

2. SCS figures only include personnel in designated SCS posts and are based on staff numbers provided by DCP-CC SCS AD. SCS figures exclude those outside the Senior Civil Service but of grade equivalence (those on temporary promotion). These individuals are included for this analysis within Band B.

Civil Service Wide Diversity Strategy – By 2013 a 90% declaration rate for the 'ethnicity' strands (excluding choose not to declare).

The current MOD 2013 target for Ethnic Minority representation is 5.0%.

Representation percentages are based on known declared ethnicity status as recorded on HRMS, and exclude data for unknown or undeclared entries. Percentages are calculated from unrounded figures and are shown to 1 decimal place.

~ denotes base values less than or equal to 5, no percentage has been calculated.

r - revised.

Table 10 - Gender representation percentages by Grade, as at 1 October 2010, 1 July 2011 and 1 October 2011

	1 October 2010 Representation %	1 July 2011 Representation %	1 October 2011 Representation %	Representation % point Change since last Quarter
MOD TLB Total¹				
Male	61.4%	61.7%	61.7%	0.0%
Female	38.6%	38.3%	38.3%	0.0%
SCS²				
Male	81.3%	80.4%	79.5%	-0.8%
Female	18.8%	19.6%	20.5%	0.8%
Band B				
Male	75.4%	74.5%	74.9%	0.3%
Female	24.6%	25.5%	25.1%	-0.3%
Band C				
Male	68.8%	68.7%	68.6%	-0.1%
Female	31.2%	31.3%	31.4%	0.1%
Band D				
Male	60.2%	59.7%	59.8%	0.0%
Female	39.8%	40.3%	40.2%	0.0%
Band E				
Male	45.3%	45.1%	45.1%	0.0%
Female	54.7%	54.9%	54.9%	0.0%
Skill Zones 1-4				
Male	77.9%	82.2%	82.1%	-0.1%
Female	22.1%	17.8%	17.9%	0.1%
Other Industrials				
Male	97.3%	97.6%	97.4%	-0.2%
Female	2.7%	2.4%	2.6%	0.2%

Source: DASA(Quad-Service)

Notes:

1. Totals include all core MOD civilian industrial and non-industrial personnel, but exclude all Trading Funds, Royal Fleet Auxiliary and locally engaged civilians for which declaration data are not available, measured as headcount (part time equivalent to one person).

2. SCS figures only include personnel in designated SCS posts and are based on staff numbers provided by DCP-CC SCS AD. SCS figures exclude those outside the Senior Civil Service but of grade equivalence (those on temporary promotion). These individuals are included for this analysis within Band B.

The current MOD 2013 target for Gender representation is 40.0%.

Representation percentages are based on known gender status as recorded on HRMS, and exclude data for unknown or undeclared entries. Percentages are calculated from unrounded figures and are shown to 1 decimal place.

Table 11 - Sexual Orientation representation percentages by Grade, as at 1 October 2010, 1 July 2011 and 1 October 2011

	1 October 2010 Representation %	1 July 2011 Representation %	1 October 2011 Representation %	Representation % point Change since last Quarter	1 October 2011 Declaration Rate %
MOD TLB Total¹					65.6%
Heterosexual	98.6%	98.5%	98.4%	-0.1%	
Gay, Lesbian, Bisexual	1.4%	1.5%	1.6%	0.1%	
SCS²					68.7%
Heterosexual	~	96.8%	96.6%	-0.2%	
Gay, Lesbian, Bisexual	~	3.2%	3.4%	0.2%	
Band B					63.8%
Heterosexual	98.5%	98.5%	98.5%	0.0%	
Gay, Lesbian, Bisexual	1.5%	1.5%	1.5%	0.0%	
Band C					65.1%
Heterosexual	98.8%	98.5%	98.4%	-0.1%	
Gay, Lesbian, Bisexual	1.2%	1.5%	1.6%	0.1%	
Band D					70.4%
Heterosexual	98.7%	98.4%	98.3%	-0.1%	
Gay, Lesbian, Bisexual	1.3%	1.6%	1.7%	0.1%	
Band E					67.6%
Heterosexual	98.6%	98.4%	98.4%	-0.1%	
Gay, Lesbian, Bisexual	1.4%	1.6%	1.6%	0.1%	
Skill Zones 1-4					58.6%
Heterosexual	98.8%	98.6%	98.6%	-0.1%	
Gay, Lesbian, Bisexual	1.2%	1.4%	1.4%	0.1%	
Other Industrials					51.5%
Heterosexual	98.1%	97.9%	97.8%	-0.1%	
Gay, Lesbian, Bisexual	1.9%	2.1%	2.2%	0.1%	

Source: DASA(Quad-Service)

Notes:

1. Totals include all core MOD civilian industrial and non-industrial personnel, but exclude all Trading Funds, Royal Fleet Auxiliary and locally engaged civilians for which declaration data are not available, measured as headcount (part time equivalent to one person).

2. SCS figures only include personnel in designated SCS posts and are based on staff numbers provided by DCP-CC SCS AD. SCS figures exclude those outside the Senior Civil Service but of grade equivalence (those on temporary promotion). These individuals are included for this analysis within Band B.

Civil Service Wide Diversity Strategy – In the long term a rate of at least 80% declaration rate for 'sexual orientation' strands (excluding choose not to declare).

Representation percentages are based on known declared sexual orientation status as recorded on HRMS, and exclude data for unknown or undeclared entries. Percentages are calculated from unrounded figures and are shown to 1 decimal place.

~ denotes base values less than or equal to 5, no percentage has been calculated.

Table 12 - Religion / Belief representation percentages by Grade, as at 1 October 2010, 1 July 2011 and 1 October 2011

	1 October 2010 Representation %	1 July 2011 Representation %	1 October 2011 Representation %	Representation % point Change since last Quarter	1 October 2011 Declaration Rate %
MOD TLB Total¹					67.2%
Christian	71.8%	71.6%	71.7%	0.0%	
Non Christian Religion ²	5.0%	5.0%	5.1%	0.0%	
Secular ³	23.2%	23.4%	23.3%	-0.1%	
SCS⁴					66.0%
Christian	~	66.7%	65.5%	-1.2%	
Non Christian Religion ²	~	3.9%	4.1%	0.2%	
Secular ³	~	29.4%	30.4%	1.0%	
Band B					63.3%
Christian	72.7%	71.9%	71.7%	-0.3%	
Non Christian Religion ²	3.8%	3.8%	4.0%	0.3%	
Secular ³	23.5%	24.3%	24.3%	0.0%	
Band C					66.2%
Christian	72.7%	72.0%	72.0%	0.0%	
Non Christian Religion ²	4.1%	4.1%	4.2%	0.1%	
Secular ³	23.2%	23.9%	23.8%	-0.1%	
Band D					71.2%
Christian	71.0%	69.6%	69.5%	-0.1%	
Non Christian Religion ²	4.6%	4.5%	4.6%	0.0%	
Secular ³	24.5%	25.9%	25.9%	0.0%	
Band E					70.4%
Christian	71.8%	72.3%	72.4%	0.1%	
Non Christian Religion ²	6.0%	6.1%	6.1%	0.0%	
Secular ³	22.2%	21.6%	21.5%	-0.1%	
Skill Zones 1-4					59.7%
Christian	73.4%	72.9%	71.8%	-1.1%	
Non Christian Religion ²	5.4%	5.1%	4.9%	-0.2%	
Secular ³	21.2%	22.0%	23.2%	1.2%	
Other Industrials					50.8%
Christian	61.2%	62.1%	63.9%	1.9%	
Non Christian Religion ²	3.6%	3.3%	3.7%	0.3%	
Secular ³	35.2%	34.6%	32.4%	-2.2%	

Source: DASA(Quad-Service)

Notes:

1. Totals include all core MOD civilian industrial and non-industrial personnel, but exclude all Trading Funds, Royal Fleet Auxiliary and locally engaged civilians for which declaration data are not available, measured as headcount (part time equivalent to one person).
2. Non Christian Religion refers to all those declaring religious beliefs other than Christian denominations.
3. Secular refers to all those declaring that they have no religious beliefs.
4. SCS figures only include personnel in designated SCS posts and are based on staff numbers provided by DCP-CC SCS AD. SCS figures exclude those outside the Senior Civil Service but of grade equivalence (those on temporary promotion). These individuals are included for this analysis within Band B.

Civil Service Wide Diversity Strategy – In the long term a rate of at least 80% declaration for 'religion or belief' strands (excluding choose not to declare).

Representation percentages are based on known declared religion or belief as recorded on HRMS, and exclude data for unknown or undeclared entries. Percentages are calculated from unrounded figures and are shown to 1 decimal place.

~ denotes base values less than or equal to 5, no percentage has been calculated.

Table 13 - Age representation percentages by Grade, as at 1 October 2010, 1 July 2011 and 1 October 2011

	1 October 2010 Representation %	1 July 2011 Representation %	1 October 2011 Representation %	Representation % point Change since last Quarter
MOD TLB Total¹				
<26	4.3%	3.6%	3.3%	-0.2%
26-35	13.1%	12.8%	12.7%	-0.1%
36-45	25.4%	24.1%	23.7%	-0.4%
46-55	34.9%	36.0%	36.3%	0.3%
> 55	22.3%	23.5%	24.0%	0.5%
SCS²				
<26	~	~	~	~
26-35	~	2.2%	~	~
36-45	22.8%	21.8%	22.0%	0.2%
46-55	46.7%	44.7%	44.8%	0.1%
> 55	29.0%	31.3%	31.3%	0.0%
Band B				
<26	~	~	~	~
26-35	8.4%	8.5%	8.2%	-0.2%
36-45	29.2%	27.6%	26.5%	-1.1%
46-55	40.9%	40.9%	41.7%	0.8%
> 55	21.4%	23.1%	23.6%	0.5%
Band C				
<26	0.9%	1.1%	1.3%	0.2%
26-35	13.8%	13.6%	13.5%	-0.2%
36-45	26.0%	24.3%	24.0%	-0.3%
46-55	37.3%	37.6%	37.5%	0.0%
> 55	22.0%	23.4%	23.8%	0.4%
Band D				
<26	4.1%	4.8%	4.3%	-0.5%
26-35	14.2%	15.0%	15.0%	0.0%
36-45	26.1%	24.2%	23.9%	-0.3%
46-55	35.6%	35.8%	36.1%	0.3%
> 55	20.0%	20.2%	20.7%	0.5%
Band E				
<26	6.0%	4.8%	4.3%	-0.6%
26-35	14.2%	13.7%	13.6%	-0.1%
36-45	26.4%	25.1%	24.8%	-0.3%
46-55	32.7%	34.4%	34.9%	0.5%
> 55	20.7%	21.9%	22.4%	0.5%
Skill Zones 1-4				
<26	4.1%	3.3%	3.2%	-0.1%
26-35	8.6%	8.3%	8.1%	-0.2%
36-45	20.2%	19.1%	18.5%	-0.5%
46-55	35.5%	36.0%	36.2%	0.2%
> 55	31.6%	33.4%	34.0%	0.6%
Other Industrials				
<26	20.1%	17.7%	18.0%	0.4%
26-35	8.5%	10.3%	10.4%	0.1%
36-45	33.9%	32.2%	31.5%	-0.7%
46-55	29.9%	32.3%	32.4%	0.2%
> 55	7.6%	7.5%	7.6%	0.2%

Source: DASA(Quad-Service)

Notes:

1. Totals include all core MOD civilian industrial and non-industrial personnel, but exclude all Trading Funds, Royal Fleet Auxiliary and locally engaged civilians for which declaration data are not available, measured as headcount (part time equivalent to one person).

2. SCS percentages only include personnel in designated SCS posts and are based on staff numbers provided by DCP-CC SCS AD. Figures exclude those outside the Senior Civil Service but of grade equivalence. Those on temporary promotion are included for this analysis within Band B.

~ denotes base values less than or equal to 5, no percentage has been calculated.

Representation percentages are based on known age as recorded on HRMS, and exclude data for unknown entries. Percentages are calculated from unrounded figures and are shown to 1 decimal place.

Table 14 - SCS, Band B and Band D Black or Minority Ethnic representation percentages at each quarter since 1 October 2010

Grade	1 October 2010	1 January 2011	1 April 2011	1 July 2011	1 October 2011	% Change since 1 October 2010	MOD 2011 Target ¹	MOD 2013 Target ¹
MOD TLB Total²	3.2%	3.3%	3.3%	3.5%	3.5%	0.3%	5.0%	..
SCS³	~	~	~	2.8%	3.0%	~	1.0%	2.5%
Band B	3.1%	3.1%	3.4%	3.2%	3.2%	0.1%	3.0%	4.0%
Band D	3.0%	3.0%	3.0%	3.2%	3.1%	0.2%	3.5%	5.0%

Source: DASA(Quad-Service)

Notes:

1. MOD Targets sourced from DCP & Corporate Capability.

2. Totals include all industrial and non-industrial personnel but exclude all Trading Funds, Royal Fleet Auxiliary and locally engaged civilians, measured as headcou (part time equivalent to one person).

3. SCS percentages only include personnel in designated SCS posts and are based on staff numbers provided by DCP-CC SCS AD. Data for SCS Paid Equivalents which includes about 40 people outside the Senior Civil Service but of grade equivalence. Those on temporary promotion are included for this analysis within Band B.

Cabinet Office SCS targets – By 2013 a 5.0% representation rate for the 'ethnicity' strands (excluding choose not to declare).

Representation percentages are based on known declared ethnicity status as recorded on HRMS, and exclude data for unknown or undeclared entries. Percentages are calculated from unrounded figures and are shown to 1 decimal place.

.. Indicates data not available.

~ denotes base values less than or equal to 5, no percentage has been calculated.

Table 15 - SCS, Band B and Band D disability representation percentages at each quarter since 1 October 2010

Grade	1 October 2010	1 January 2011	1 April 2011	1 July 2011	1 October 2011	% Change since 1 October 2010	MOD 2011 Target ¹	MOD 2013 Target ¹
MOD TLB Total²	7.4%	7.6%	7.7%	..	..	..	9.5%	..
SCS³	6.1%	6.2%	5.9%	..	..	..	4.5%	6.0%
Band B	4.9%	4.9%	5.1%	..	..	..	5.0%	6.5%
Band D	7.8%	8.1%	8.2%	..	..	..	8.0%	9.5%

Source: DASA(Quad-Service)

Notes:

1. MOD Targets sourced from DCP & Corporate Capability.

2. Totals include all industrial and non-industrial personnel but exclude all Trading Funds, Royal Fleet Auxiliary and locally engaged civilians, measured as headcou (part time equivalent to one person).

3. SCS percentages only include personnel in designated SCS posts and are based on staff numbers provided by DCP-CC SCS AD. Data for SCS Paid Equivalents which includes about 40 people outside the Senior Civil Service but of grade equivalence. Those on temporary promotion are included for this analysis within Band B.

4. 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 validity.

Cabinet Office SCS targets – By 2013 a 5.0% representation rate for the 'disability' strands (excluding choose not to declare).

Representation percentages are based on known declared disability status as recorded on HRMS, and exclude data for unknown or undeclared entries. Percentages are calculated from unrounded figures and are shown to 1 decimal place.

.. Indicates data not available.

Table 16 - SCS, Band B and Band D female representation percentages at each quarter since 1 October 2010

Grade	1 October 2010	1 January 2011	1 April 2011	1 July 2011	1 October 2011	% Change since 1 October 2010	MOD 2011 Target ¹	MOD 2013 Target ¹
MOD TLB Total²	38.6%	38.8%	38.7%	38.3%	38.3%	-0.4%	40.0%	..
SCS³	18.8%	19.3%	19.6%	19.6%	20.5%	1.7%	15.0%	21.0%
Band B	24.6%	24.7%	25.1%	25.5%	25.1%	0.5%	23.5%	31.0%
Band D	39.8%	39.8%	39.8%	40.3%	40.2%	0.4%	40.0%	41.5%

Source: DASA(Quad-Service)

Notes:

1. MOD Targets sourced from DCP & Corporate Capability.

2. Totals include all industrial and non-industrial personnel but exclude all Trading Funds, Royal Fleet Auxiliary and locally engaged civilians, measured as headcou (part time equivalent to one person).

3. SCS percentages only include personnel in designated SCS posts and are based on staff numbers provided by DCP-CC SCS AD. Data for SCS Paid Equivalents which includes about 40 people outside the Senior Civil Service but of grade equivalence. Those on temporary promotion are included for this analysis within Band B.

Cabinet Office SCS targets – By 2013 a 39.0% representation rate for Female staff.

Representation percentages are based on known declared gender status as recorded on HRMS, and exclude data for unknown or undeclared entries. Percentages are calculated from unrounded figures and are shown to 1 decimal place.

.. Indicates data not available.

Table 17 - SCS, Band B and Band D Lesbian/Gay/Bisexual representation percentages at each quarter since 1 October 2010

	1 October 2010	1 January 2011	1 April 2011	1 July 2011	1 October 2011	% Change since 1 October 2010
MOD TLB Total¹	1.4%	1.4%	1.4%	1.5%	1.6%	0.3%
SCS²	~	~	~	3.2%	3.4%	~
Band B	1.5%	1.4%	1.4%	1.5%	1.5%	0.1%
Band D	1.3%	1.3%	1.4%	1.6%	1.7%	0.3%

Source: DASA(Quad-Service)

Notes:

1. Totals include all industrial and non-industrial personnel but exclude all Trading Funds, Royal Fleet Auxiliary and locally engaged civilians, measured as headcount (part time equivalent to one person).

2. SCS percentages only include personnel in designated SCS posts and are based on staff numbers provided by DCP-CC SCS AD. Data for SCS Paid Equivalents which includes about 40 people outside the Senior Civil Service but of grade equivalence. Those on temporary promotion are included for this analysis within Band B.

Representation percentages are based on known declared religious status as recorded on HRMS, and exclude data for unknown or undeclared entries. Percentages are calculated from unrounded figures and are shown to 1 decimal place.

~ denotes base values less than or equal to 5, no percentage has been calculated.

Table 18 - SCS, Band B and Band D Religion / Belief representation percentages at each quarter since 1 October 2010

	1 October 2010	1 January 2011	1 April 2011	1 July 2011	1 October 2011	% Change since 1 October 2010
MOD TLB Total¹						
Non Christian²	5.0%	5.1%	5.1%	5.0%	5.1%	0.0%
Secular³	23.2%	23.3%	23.2%	23.4%	23.3%	0.1%
SCS⁴						
Non Christian²	~	~	~	3.9%	4.1%	~
Secular³	~	~	~	29.4%	30.4%	~
Band B						
Non Christian²	3.8%	3.8%	3.9%	3.8%	4.0%	0.2%
Secular³	23.5%	23.6%	23.9%	24.3%	24.3%	0.8%
Band D						
Non Christian	4.6%	4.6%	4.6%	4.5%	4.6%	0.0%
Secular	24.5%	24.7%	23.9%	25.9%	25.9%	1.4%

Source: DASA(Quad-Service)

Notes:

1. Totals include all industrial and non-industrial personnel but exclude all Trading Funds, Royal Fleet Auxiliary and locally engaged civilians, measured as headcount (part time equivalent to one person).

2. Non Christian refers to all those declaring religious beliefs other than Christian denominations.

3. Secular refers to all those declaring that they have no religious beliefs.

4. SCS percentages only include personnel in designated SCS posts and are based on staff numbers provided by DCP-CC SCS AD. Figures exclude about 40 people outside the Senior Civil Service but of grade equivalence. Those on temporary promotion are included for this analysis with Band B.

~ denotes base values less than or equal to 5, no percentage has been calculated.

Representation percentages are based on known declared religious status as recorded on HRMS, and exclude data for unknown or undeclared entries. Percentages are calculated from unrounded figures and are shown to 1 decimal place.

Table 19 - SCS, Band B and Band D disability declaration percentages at each quarter since

Grade	1 October 2010	1 January 2011	1 April 2011	1 July 2011	1 October 2011	% Change since 1 October 2010
MOD TLB Total²	83.8%	84.2%	84.9%	4.6%	9.3%	-74.5%
SCS³	90.1%	90.0%	89.1%	7.6%	17.0%	-73.1%
Band B	84.6%	84.9%	85.1%	5.1%	11.3%	-73.3%
Band D	84.5%	84.8%	85.8%	5.7%	11.0%	-73.5%

Source: DASA(Quad-Service)

Notes:

1. Totals include all industrial and non-industrial personnel but exclude all Trading Funds, Royal Fleet Auxiliary and locally engaged civilians, measured as headcount (part time equivalent to one person).

2. SCS percentages only include personnel in designated SCS posts and are based on staff numbers provided by DCP-CC SCS AD. Data for SCS Paid Equivalents which includes about 40 people outside the Senior Civil Service but of grade equivalence. Those on temporary promotion are included for this analysis within Band B.

3. HRMS reset the disability field on 18 April 2011 to accommodate the new disability reporting requirements, significantly reducing the numbers of personnel that have made disability declarations.

Table 20 - MOD Targets for Levels of Representation

	GENDER Female Representation		ETHNICITY Black & Minority Ethnic Representation		DISABILITY Disability Representation	
	MOD 2011 Target ¹	MOD 2013 Target	MOD 2011 Target ¹	MOD 2013 Target	MOD 2011 Target ¹	MOD 2013 Target
MOD TLB Total	40.0%	*	5.0%	*	9.5%	*
SCS ³	15.0%	21.0%	1.0%	2.5%	4.5%	6.0%
Band B	23.5%	31.0%	3.0%	4.0%	5.0%	6.5%
Band D	40.0%	41.5%	3.5%	5.0%	8.0%	9.5%

Source: DCP

Notes:

1. MOD Targets sourced from DCP Corporate Capability. There are currently no representation targets set for Sexual Orientation, Religion or Age.

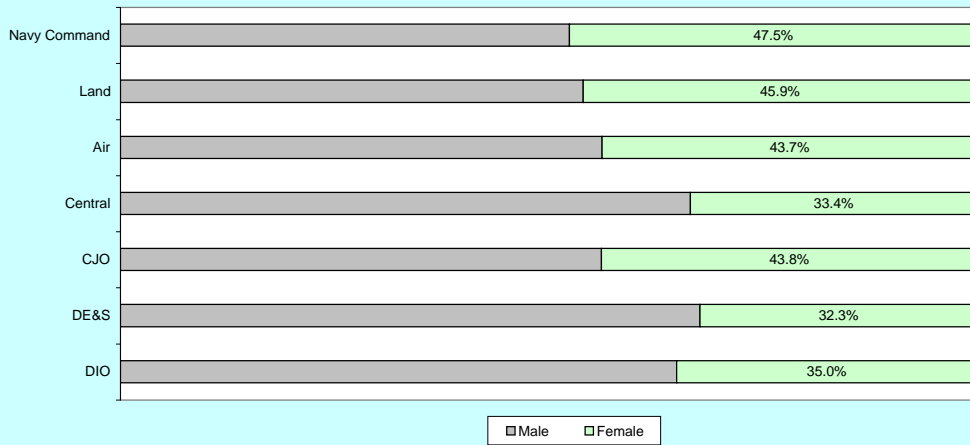
* No overall MOD 2013 target currently set.

Cabinet Office SCS targets – By 2013 a 39.0% representation rate for Female staff.

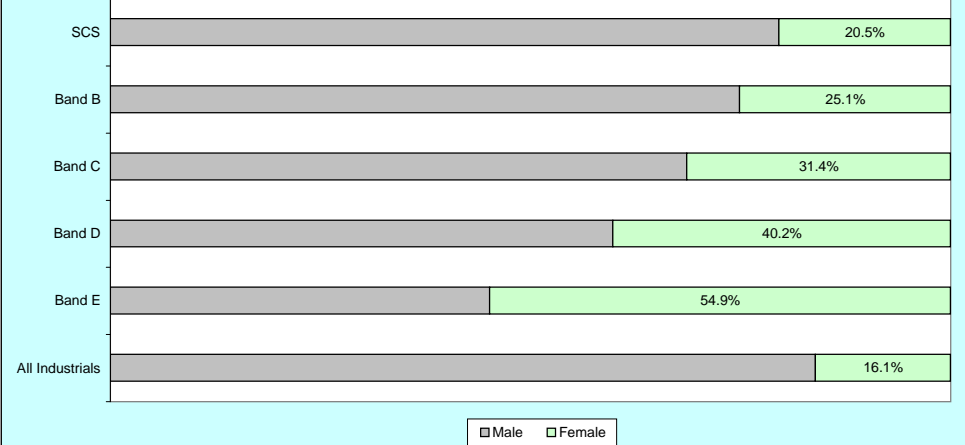
Cabinet Office SCS targets – By 2013 a 5.0% representation rate for the ‘ethnicity’ strands (excluding choose not to declare).

Cabinet Office SCS targets – By 2013 a 5.0% representation rate for the ‘disability’ strands (excluding choose not to declare).

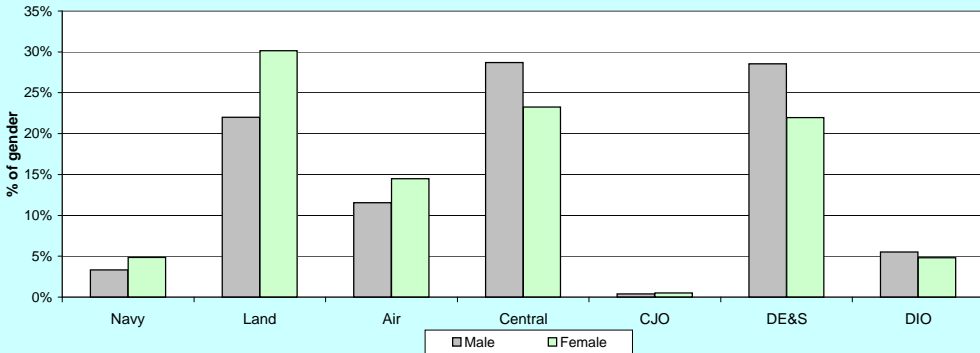
Percentage of females by TLB at 1 October 2011



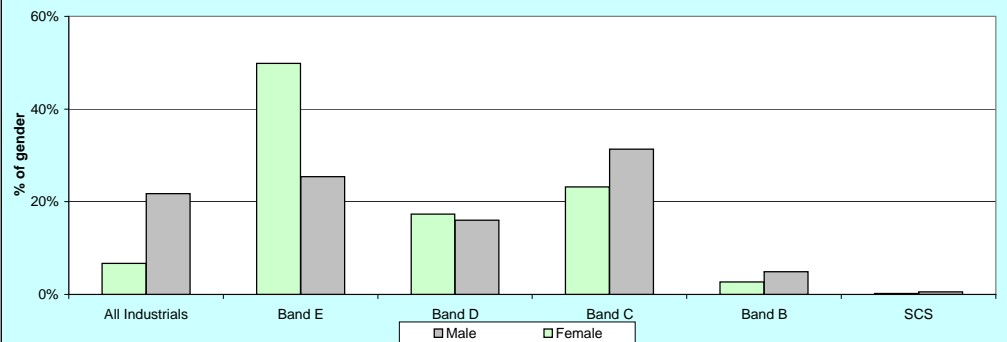
Percentage of females by Grade at 1 October 2011



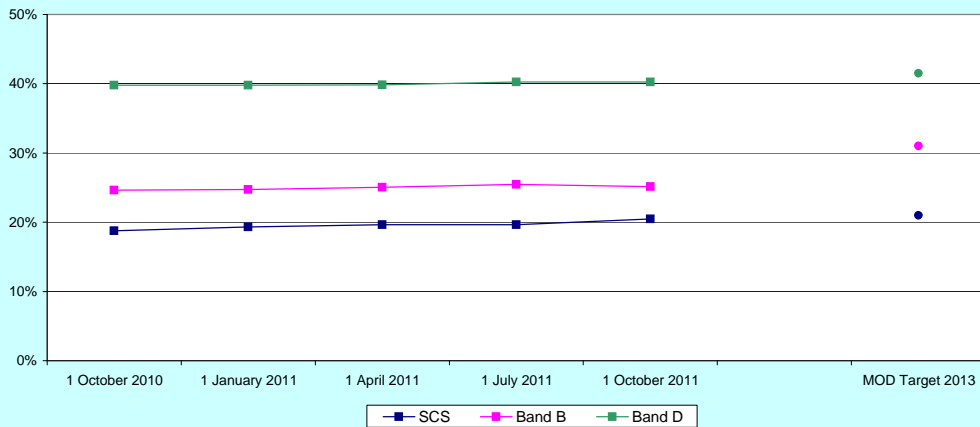
Comparison of male and female distributions across MOD TLBs at 1 October 2011



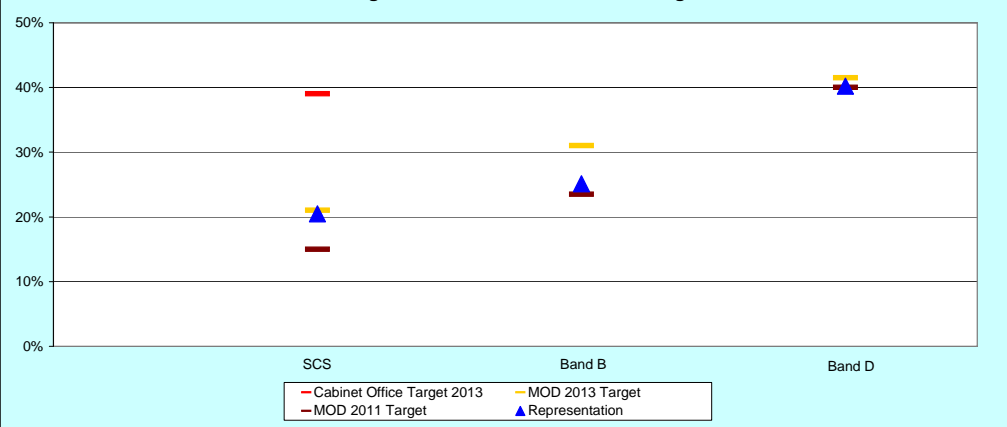
Comparison of male and female distributions across grade bands at 1 October 2011



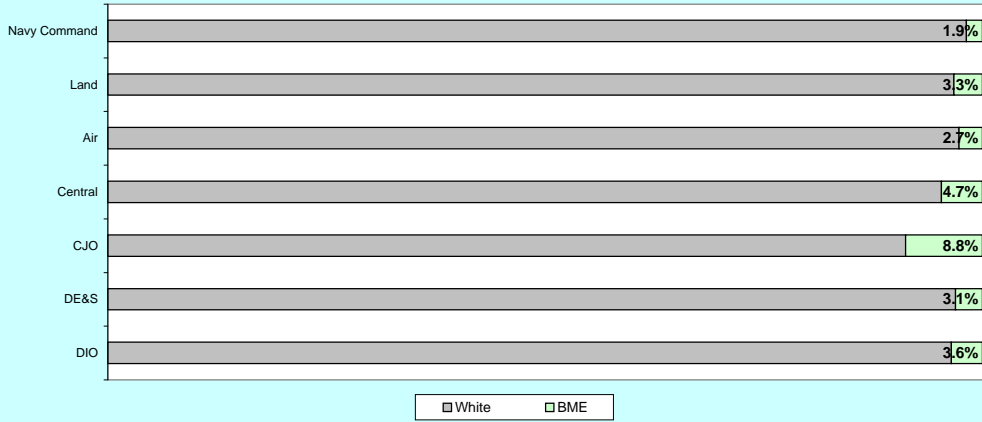
Change in female representation, compared to MOD 2013 targets



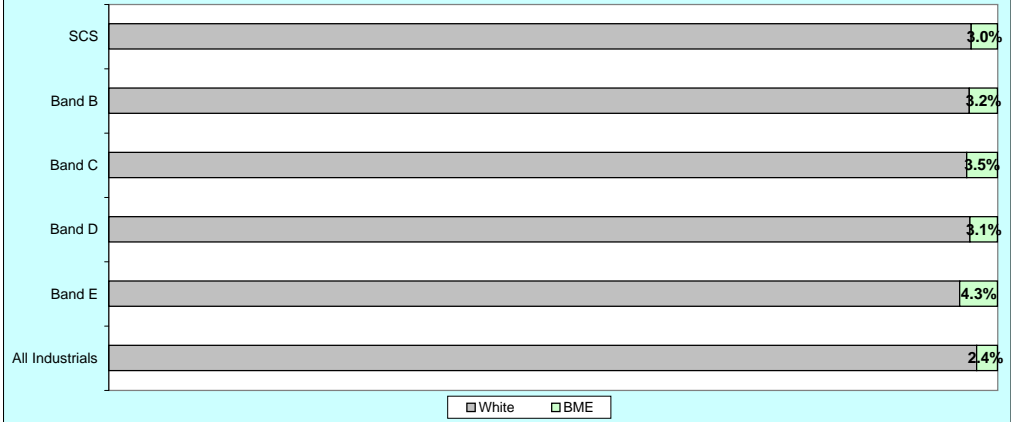
Female representation at 1 October 2011 against MOD and Cabinet Office targets



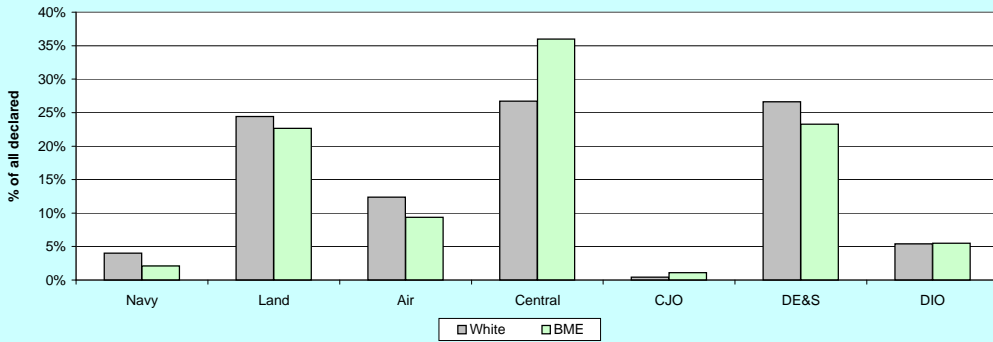
Percentage of Black Minority Ethnic by TLB at 1 October 2011



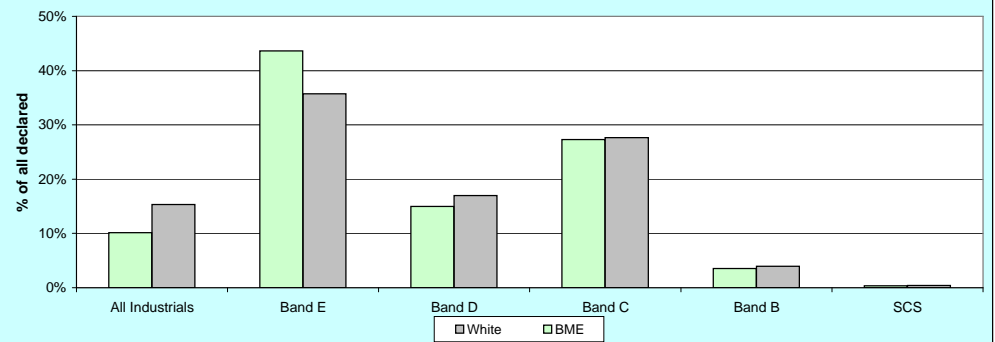
Percentage of Black Minority Ethnic by Grade at 1 October 2011



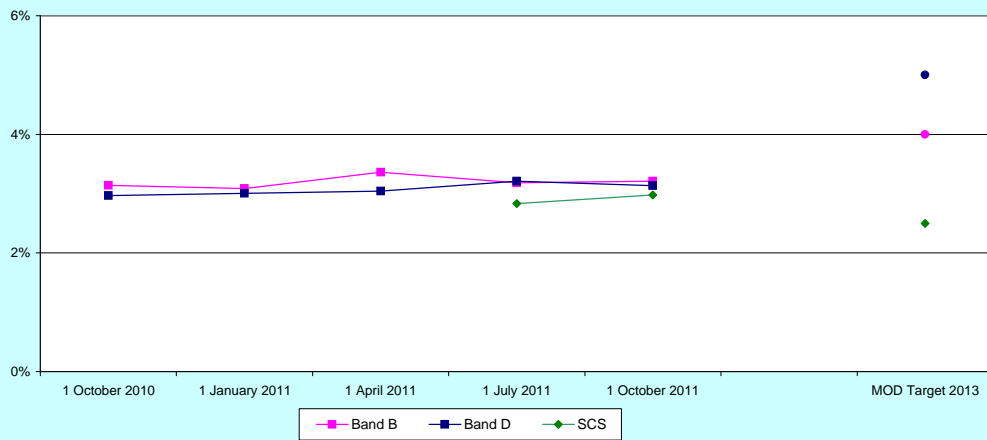
Distribution of Black Minority Ethnic across MOD TLBs at 1 October 2011



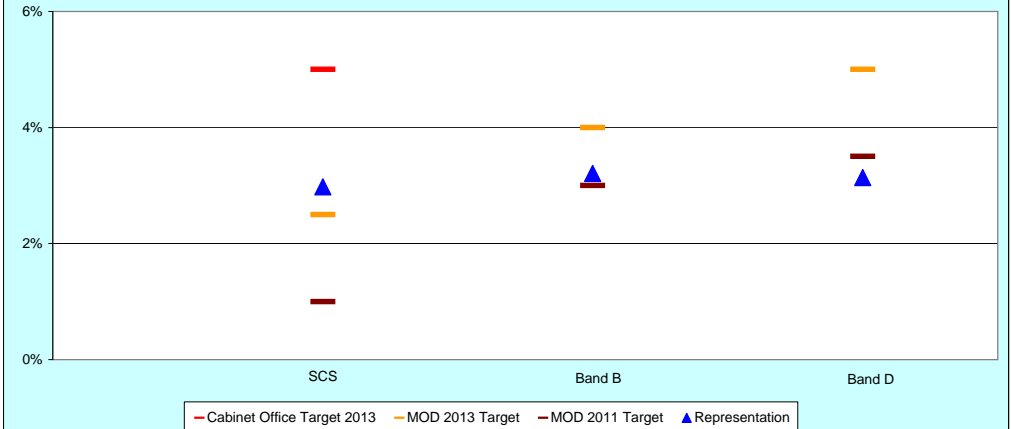
Distribution of Black Minority Ethnic across grade bands at 1 October 2011



Change in Black Minority Ethnic representation, compared to MOD 2013 targets



Black Minority Ethnic representation as at 1 October 2011 against MOD and Cabinet Office targets



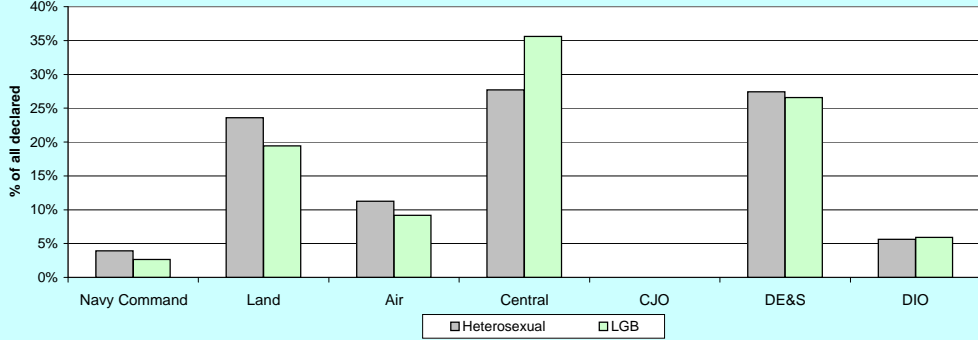
Percentage of LGB by TLB at 1 October 2011



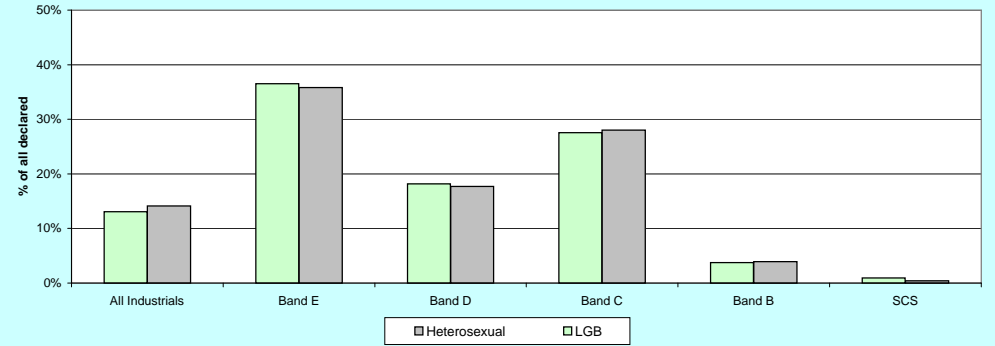
Percentage of LGB by Grade at 1 October 2011



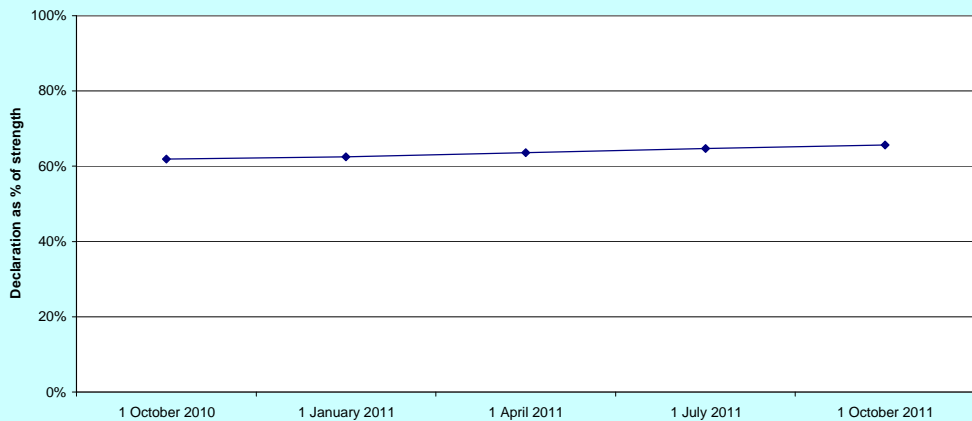
Distribution of LGB across MOD TLBs at 1 October 2011



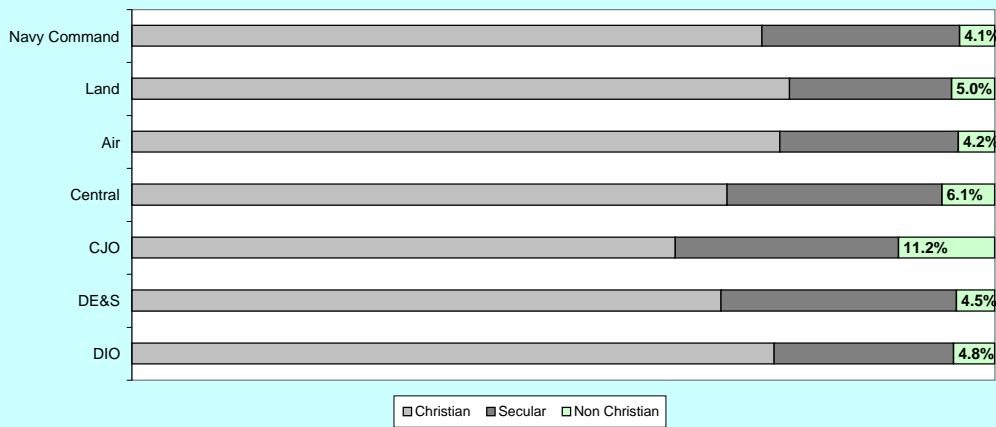
Distribution of LGB across grade bands at 1 October 2011



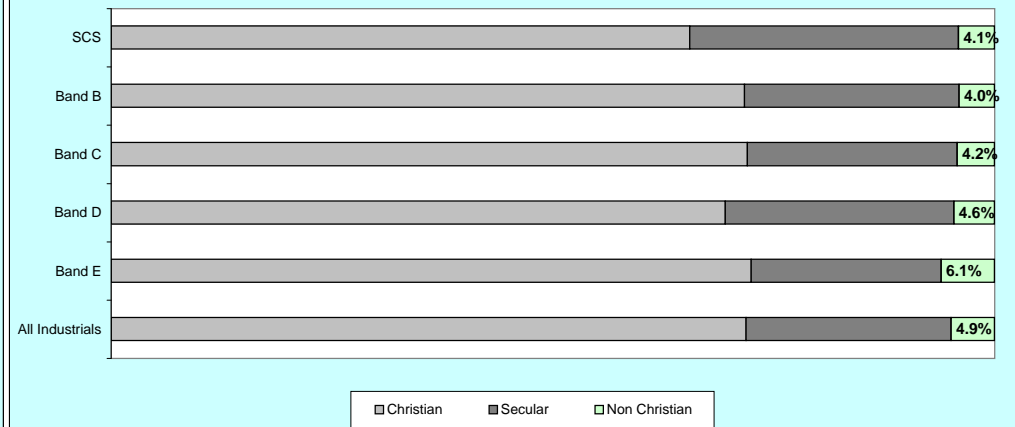
Change in Sexual Orientation declaration rates over time



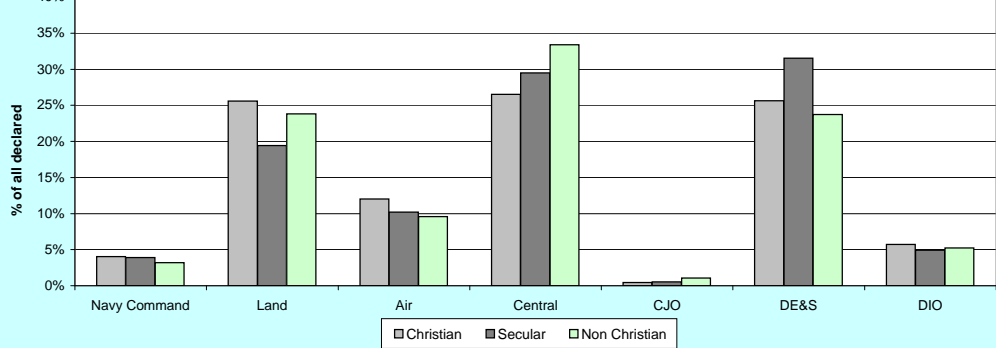
Percentage Religion representation by TLB at 1 October 2011



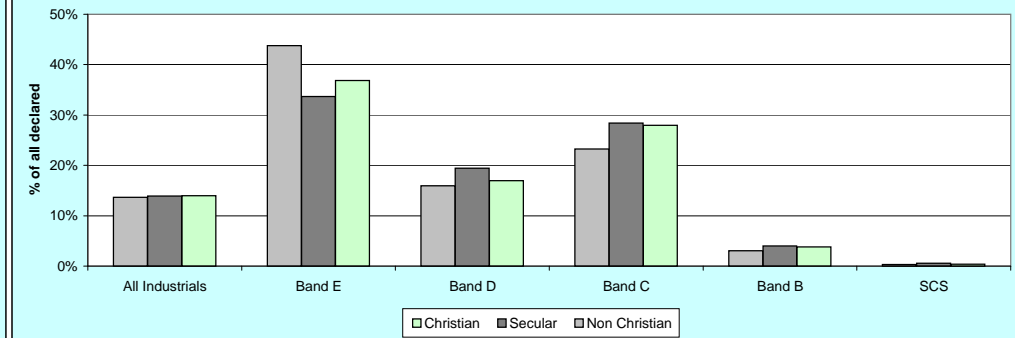
Percentage Religion representation by Grade at 1 October 2011



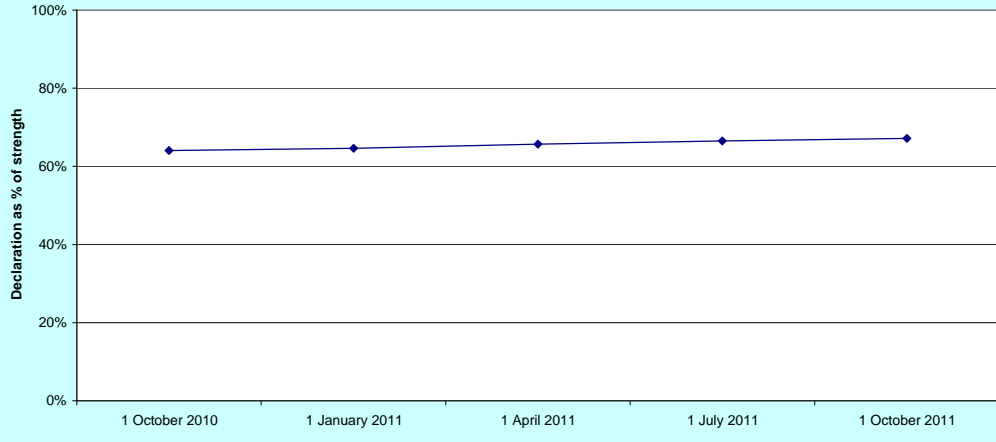
Distribution of Religion across MOD TLBs at 1 October 2011



Distribution of Religion across grade bands at 1 October 2011



Change in Religion declaration rates over time



Age Profile of core MOD civilian personnel, as at 1 October 2011 compared with age profile as at 1 April 2005



Glossary:

Air Command On 1 April 2007, Air Command was formed when RAF's Personnel and Training Command and Strike Command were merged to create a single Command, with a single fully integrated Headquarters, which would better equip the RAF to provide a coherent and coordinated single Air focus to the other Services, MOD Head Office, the Permanent Joint Headquarters and the rest of MOD.

Broader Banded grade definition, DASA report personnel against their equivalence within the broader banded structure; SCS to E2 for non industrials and Skill Zones 1 to 4, Industrial Firemen and Apprentices for industrial personnel. Broader banded grading applies equivalence for all non harmonised grade codes. This includes staff in retained grade structures, (such as MOD Guards) and personnel employed in analogue grade bands (such as civilian nurses employed against NHS grade codes), who have their own delegated pay schemes outside of the MOD National and London pay scales.

Central TLB has responsibility for the MOD Head Office, covering Defence policy as well as Departmental policy on the equipment programme, resources, finance, personnel and security. However, a significant proportion of Central TLB involves non-Head Office functions. Central TLB provides a diverse range of corporate services for the MOD as a whole. These include pay, bill payment, consultancy services, accountancy, some training, statistical analysis, central IT systems, public relations, defence exports and policing. Central TLB 's remit also encompasses the provision of medical services, and our Special Forces.

Chief of Joint Operations With a few exceptions, CJO is responsible for running all military operations from his headquarters (the Permanent Joint Headquarters) in Northwood. Military assets are assigned to CJO only for the duration of the operation. In addition to his operational responsibilities, CJO is responsible for the Sovereign Base Areas in Cyprus and British forces in Gibraltar and the Falkland Islands.

Civilian Level 0 This contains all those at Level 1 plus Trading Funds and locally engaged civilians. This will be used for external reporting, including National Statistics publications CPS1 and UKDS, and Parliamentary Business.

Civilian Level 1 Permanent and casual civilian personnel and Royal Fleet Auxiliaries, but excludes Trading Funds and locally engaged civilians. This will generally be used for MOD internal reporting and planning.

Defence Analytical Services and Advice DASA was created in July 1992 and provides National Statistics on Defence and other corporate information, forecasting and planning and consultancy, advice and research services to the MOD. It ceased to be an Agency on 1 April 2008 and was renamed Defence Analytical Service and Advice.

Defence Equipment & Support At 1 April 2007, Defence Logistics Organisation and Defence Procurement Agency merged to form Defence Equipment & Support. DE&S equips and supports the UK's armed forces for current and future operations. It acquires and supports through-life, including disposal, equipment and services ranging from ships, aircraft, vehicles and weapons, to electronic systems and information services. DE&S satisfies ongoing requirements including food, clothing, medical supplies, maintenance and temporary accommodation, as well as operating HM Naval Bases and the joint supply chain for land, sea and air.

Defence Estates DE became a TLB on 1 April 2005 with the merger of Defence Estates with the Defence Housing Executive. DE is responsible for managing the defence estate and ensuring that it is managed and developed in a sustainable manner, in line with acknowledged best practice and Government policy. Defence Estates formally ceased to be a Top Level Budget (TLB) as at 01 April 2011.

Defence Infrastructure Organisation (DIO) established as at 01 April 2011 replaces Defence Estates organisation and includes TLB property and facilities management functions previously situated within other TLBs.

Defence Science and Technology Laboratory The DSTL is an Agency of the MOD created on 2 July 2001. It supplies impartial scientific and technical research and advice to the MOD and other government departments.

Defence Support Group as of 1 April 2008, ABRO and DARA merged to form the Defence Support Group. DSG is a Trading Fund established to support the Armed Forces and deliver wider defence objectives in support of the key Defence Industrial Strategy requirements. DSG's key aim is to provide expert in-house maintenance, repair, overhaul and upgrade services for the through life support of the air, land and maritime systems of the UK Armed Forces. Its mission is to be the preferred supplier of Fleet Management Services to its Customers. It provides engineering support and fleet management services for land based equipment used by the MOD, ranging from radios to main battle tanks. It covers the whole of the UK from a number of strategically located sites and use large numbers of mobile support teams to cover customers in the UK and worldwide.

Full Time Equivalent FTE is a measure of the size of the workforce that takes account of the fact that some people work part-time. Prior to 1 April 1995 part-time employees were assumed to work 50 per cent of normal hours, but since then actual hours worked has been used in DASA's statistics. The average hours worked by part-timers is about 60 per cent of full-time hours.

Hydrographic Office The UK Hydrographic Office is responsible for surveying the seas around the UK and other areas to aid navigation.

Industrial Staff Industrial staff (also known as skill zone staff) are civilian personnel employed primarily in a trade, craft or other manual labour occupation. This covers a wide range of work such as industrial technicians, air freight handlers, storekeepers, vergers and drivers.

Land Forces Commander-in-Chief Land Forces performs a similar role to Fleet Joint TLB within the context of trained Army formations and equipment. It was formed on 1 April 2008 by the merger of Commander-in-Chief Land Command and the Adjutant General.

Locally Engaged Civilian Personnel (LEC) A civilian employee recruited overseas exclusively for employment in support of the UK Armed Forces deployed in a particular overseas theatre (or in support of the Sovereign Base Areas Administration in Cyprus) and on terms and conditions of service applicable only to that overseas theatre or Administration, including the dependents of UK military personnel or UK-based civilian staff employed in that overseas theatre (who are sometimes separately identified as UK Dependents). LECs are not civil servants.

Meteorological Office: The Met Office is the UK's National Weather Service, and has a long history of weather forecasting and has been working in the area of climate change for more than two decades. Formerly a Trading Fund within the Ministry of Defence, in Autumn 2011 they ceased to be part of MOD and are now a Trading Fund within the Department for Business Innovation and Skills (BIS), operating on a commercial basis under set targets. The Met Office employs more than 1,800 people around the world.

MOD The Ministry of Defence (MOD) is the United Kingdom government department responsible for implementation of government defence policy and is the headquarters of the British Armed Forces. The principal objective of the MOD is to defend the United Kingdom and its interests. The MOD also manages day to day running of the armed forces, contingency planning and defence procurement.

Navy Command Navy Command is the TLB for the Naval Service. As at 1 April 2010 Fleet TLB was renamed to Navy Command. Fleet TLB was formed on 1 April 2006 by the merger of the Commander-in-Chief Fleet and the Chief of Naval Personnel/ Commander-in-Chief Naval Home Command.

Non-industrial Staff Non-industrial staff are civilian personnel who are not primarily employed in a trade, craft or other manual labour occupation. This covers a wide range of staff undertaking work such as administrative, policy, procurement, finance, medical, dental, teaching, policing, science and engineering.

Royal Fleet Auxiliary Service (RFA) Constituted in 1905, this is a civilian manned fleet, owned by the Ministry of Defence. Its main task is to supply warships of the Royal Navy at sea with fuel, food, stores and ammunition which they need to remain operational while away from base. It also provides aviation support for the Royal Navy, together with amphibious support and secure sea transport for Army units and their equipment. Its employees are full-time civil servants, but who come under the Naval Discipline Act when deployed to sea under naval command.

TLB See Top Level Budget.

Top Level Budget (TLB) Top Level Budgets are the major budgetary organisational groupings of the MOD. From April 2011 these are Land Forces, Navy Command, Air Command, Central, Chief of Joint Operations, Defence Equipment and Support and Defence Infrastructure Organisation.

Trading Funds: Trading Funds were introduced by the Government under the Trading Funds Act 1973 as a 'means of financing trading operations of a government department which, hitherto, have been carried out on Vote'. They are self-accounting units that have greater freedom, than other government departments, in managing their own financial and management activities. They are also free to negotiate their own terms and conditions with their staff and for this reason their grading structures do not always match that of the rest of the Ministry, and this is reflected in some of the tables. Currently the MOD has three Trading Funds - the Defence Support Group, DSTL and the UK Hydrographic Office. Until 1 October 2011, the Meteorological Office also was reported on by the MOD, but as of 1 October 2011 the MOD no longer receive personnel information for the Meteorological Office. Their responsibility transferred to the Department for Business, Information and Skills (BIS).