



Ministry of Defence

# Equality and Diversity Scheme Annual Report 2007-2008



INVESTORS IN PEOPLE

# Foreword

by

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Sir Bill Jeffrey, Permanent Under Secretary for Defence and  
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This, the second report against our Equality and Diversity Scheme, covering the period 1 April 2007 to 31 March 2008, demonstrates our continued commitment to Equality and Diversity across the Ministry of Defence. We continue to downsize as a Department and recognise the enormous challenges that places on us as we strive to improve our representation of minority groups.

## Our Achievements

We continue to improve our processes for the collection and reporting on employment data, particularly on the civilian side, which should, in time provide us with more reliable information. We have introduced a single Equality and Diversity Impact Assessment Tool which replaces separate tools for the Armed Forces and civilians. It is more compact and is based on lessons learned since the requirement to carry out impact assessments of our policies was first introduced. This should lead to an increase in the number and quality of impact assessments.

Our Equality and Diversity Scheme has been reviewed and revised, not only to take account of a planned review, but also in response to an assessment of our Scheme by the former Disability Rights Commission. Our new Scheme, which was published in April 2008, sets out very clear objectives to enable our business areas to fully engage in the diversity agenda and improve our performance.

## Areas For Improvement

We have produced a single, simplified tool for impact assessment and this should leave to the completion of more impact assessments as our TLBs embed the impact assessment process in their work. We are also working on an E-enabled training product to help policy leads with this task. As a result of these two initiatives we expect to see significant improvements in the coming year.

Ours is a very large and diverse Department and there is a great deal more promotion of diversity at units than we are able to report. Each year we aim to capture and report more about what we are doing in our outstations to give a fuller flavour of what is happening in Defence.



**Air Chief Marshal  
Sir Jock Stirrup**



**Sir Bill Jeffrey**



**Chief Constable  
Steve Love**

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# Introduction and Background to the Ministry of Defence

## Introduction

### Diversity Vision

Our vision is a workforce, uniformed and civilian, that:

- Is drawn from the breadth of the society we defend;
- Gains strength from that society's range of knowledge, experience and talent;
- Welcomes, respects and values the unique contribution of every individual.

1.1 Legislation places duties upon the constituent parts of the Ministry of Defence (MOD) to promote race, disability and gender equality and our Equality and Diversity Scheme (EDS) demonstrates how we propose to meet those duties. This report covers progress against our action plan to promote these diversity strands. It also covers progress on our work against other diversity strands, including sexual orientation, gender reassignment, age and religion or belief as well as family friendly policies in line with our policy to embrace diversity across the piece and not only where the law dictates that we do so.

1.2 To ensure that we meet these duties our Service and civilian diversity policy teams work with our Top Level Budget (TLB) Holders, Service Commanders-in Chief and other major delivery organisations, our training organisations, our networks of Equality and Diversity officers and Advisers, Focus Groups Internal and External), and our workforce, both uniformed and civilian. The views of the Department's Diversity Panel are also sought, where appropriate.

## The Ministry of Defence

1.3 Our organisation is large and complex, being a Department of State as well as the headquarters of our Armed Forces. We are responsible for implementing the policies for Defence as set by the Government of the day. We employ a wide range of people including police and fire officers, teachers and lecturers and dentists and doctors as well as the Armed Forces and other civil servants.

## Defence Aim

To deliver security for the people of the United Kingdom and the Overseas Territories by defending them, including against terrorism; and to act as a force for good by strengthening international peace and stability.

### Our Strategic Objectives are to:

- Achieve success in the military tasks we undertake, at home and abroad;
- Be ready to respond to the tasks that might arise;
- Build for the future.

1.4 We work increasingly closely with the civilian police and local authorities in their counter-terrorism roles. We deliver limited services to members of the public which include: the payment of pensions, including war pensions, to former employees; policing various establishments occupied by service personnel and their families; policing the Royal Mint and other sites where our Service and civilians staff work alongside private sector personnel; policing establishments occupied by our American allies in the UK. We utilise our assets to support outside organisations such as: military aid to Civil Authorities such as Department of Environment, Food and Rural Affairs(DEFRA) during a foot and mouth crisis and the Foreign and Commonwealth Office (FCO)in support of earthquake and other natural disaster relief efforts.

### Reporting

1.5 Copies of this document will be distributed at senior levels throughout the Department and placed in the House of Commons library. It is also available on both our internal and external website [www.mod.uk](http://www.mod.uk). If you require this document in an alternative format, please contact [DGCP-EFDiversity4a@mod.uk](mailto:DGCP-EFDiversity4a@mod.uk)

# Employment Monitoring

## Employment Monitoring: Armed Forces

All the Tables to which we refer in this section are at Annex A.

### Gender

#### Tables A1, A3 to A6, A11, A13, A15 and A17

2.1 The representation of women in the United Kingdom's Armed Forces during the reporting period has remained fairly static (females as a percentage of the total being 9.3% in 2007 and 9.4% in 2008) and we continue to look at ways of improving recruitment and retention. Continuing difficulties in reconciling family (especially child and elder care) commitments with Service commitments to go to sea or deploy overseas remain obstacles to career advancement for many women. Our challenge is to provide supportive arrangements without making women feel that they are being singled out for special treatment or compromising operational effectiveness.

2.2 Overall representation by women at OF4 and above (Commander RN, Lieutenant Colonel and Wing Commander) in all three Services has increased from 4.1% in 2007 to 4.4 % in 2008. In the Royal Navy representation at this level remains unchanged (2.3% in 2007 and 2008), but has improved in both the Army (3.8% in 2007 compared against 4.2% in 2008) and the Royal Air Force (6.3% in 2007 compared with 6.5% in 2008). Overall representation at OF3 level (Lieutenant Commander RN, Major and Squadron Leader) has increased from 13.2% in 2007 to 13.5% in 2008. Representation at this level in the Royal Navy has improved from 10.6% in 2007 to 11.1% in 2008; from 12.7% to 12.8% in the Army; and from 15.9% to 16.4% in the Royal Air Force.

2.3 Overall representation by women at OR6 (Petty Officer and Sergeant) in all three Services during the reporting period has improved from 5.8% in 2007 to 6.1% in 2008. In the Royal Navy representation at this level increased from 4.8% in 2007 to 5.1% in 2008; from 5.9% to 6.1% in the Army; and from 6.7% to 7.1% in the Royal Air Force. Overall representation at OR4 (Leading Rate and Corporal) has remained static at 10.0%. In the Royal Navy representation at this rank has remained the same at 11.9%, whereas there have been small increases in the Army (from 7.6% to 7.7%) and the Royal Air Force (from 15.2% to 15.4%).

2.4 Women continue to be involved in a wide range of demanding tasks at home and overseas. At present there are no women at two-star rank (Rear Admiral/Major-General/Air Vice-Marshal) or above. This is because promotion at this level has tended to depend on operational experience or experience in the Combat Arms. Now that women are increasingly deploying on operations it is anticipated that they will attain higher ranks with time.

2.5 A number of initiatives to improve work-life balance have been introduced which are designed to encourage retention, particularly of women. The Armed Forces operate a salary sacrifice scheme to help parents pay for childcare. This enables Service personnel to convert a proportion of their salary into childcare vouchers which can be used to pay for registered childcare. In turn, this allows them to make significant savings on tax and National Insurance Contributions. Nurseries are provided at a number of MOD and Service establishments. Other initiatives include: career breaks (time permitted is over three months and up to three years); special unpaid leave (up to 93 days); variable start/finish times of the working day; home-working (short-term); and compressed hours.

2.6 The Services continue to try and improve female representation and retention, especially in those branches and trades (mostly technical) in which they are currently under-represented. Measures include initiatives by the Army to interview Army personnel about their experience of recruitment so that data from women can be analyzed to establish whether there are any discrepancies and practices which need to be reviewed and adjusted; and a strategy endorsed by the Royal Air Force which focuses on early engagement with girls aged from 13 to encourage them to continue studying mathematics and science to increase their interest in technical and engineering career opportunities.

2.7 A guide entitled "*The UK Servicewoman's Guide to Health and Performance*" has been published for Servicewomen of all ages and ranks. It gives expert guidance on what to eat and drink to keep healthy and to optimise physical and mental performance during training and operations. Guidance is also provided on reducing the risk of injury and maintaining healthy bones, which is of particular relevance to female recruits as there have been problems with injuries among females. The guide also offers specific advice on health issues relating to pregnancy, maternity and returning to duty following childbirth, with a view to helping women to continue their Service careers.

2.8 Recruitment to the United Kingdom's Armed Forces is generally gender free and there are no separate targets for women. This means that recruitment is seen to be fair and unbiased as the best candidates are recruited, regardless of their gender. In Financial Year 2006/2007, the number of female recruits from civilian life was 1,960, representing 9.9% of the total intake. In Financial Year 2007/2008 the number of female recruits was 2,090, representing 10% of intake.

## Race

### Tables A2, A7 to A10, A12, A14, A16 and A18

2.9 Ethnic minority representation in the Armed Forces has risen substantially in recent years from just over 1% in 1999 to a provisional figure of 6.1% as at 1 April 2008 (Royal Navy 3.1%, Army 8.8% and RAF 2.2%). Much of this increase is attributable to the increase in ethnic minority recruits from Commonwealth countries in recent years, particularly in the case of Army other ranks.

2.10 The table on Workforce Profile by Ethnicity shows that, of the 6.1% overall ethnic minority representation, those from the "Black" group made up 3.6%, the

largest single category being Black – African with 1.4%. Those who declared themselves to be from one of the “Asian” categories made up 0.7% of the total, reflecting the Armed Forces continuing difficulties in recruiting from these communities. Those in the “Mixed” categories made up 1.2% of overall representation.

2.11 Retention and length of service rates for ethnic minority personnel were broadly comparable with those for their white counterparts. Comparison of promotion rates for ethnic minorities with their white counterparts does not indicate that ethnic minority personnel are being treated less favourably. However, care should be taking when making comparisons, particularly for officers, because the numbers involved are small.

2.12 Ethnic minority personnel are beginning to make progress towards the highest ranks in the Armed Forces although, given that the majority of ethnic minority personnel joined relatively recently and are disproportionately concentrated at more junior levels, it will take many years before ethnic minorities are fully represented at all levels in the Services. Ethnic minority officers made up 1.8% of the total at Lieutenant Colonel and equivalent rank and above and 2.6% of officers at Major and equivalent and below. For other ranks, 2.2% of those at Sergeant and equivalent rank and above were ethnic minorities compared to 8.6% of those at Corporal and below. The number of ethnic minorities at the most senior levels remains relatively low as senior officers are developed through the ranks and it may be some time before we see a significant improvement in ethnic minority representation at this level. The highest ranking ethnic minority officer in the Armed Forces is a Rear Admiral.

2.13 UK ethnic minority recruitment achievement for 2007/08 was 2.1% for the Royal Navy, 3.6% for the Army and 1.8% for the RAF based on the Services’ own estimates against goals of 3.5%, 4.3% and 3.6% respectively. The Army achieved a year-on-year increase in ethnic minority recruitment and, while it is disappointing that the 2007/08 recruitment goals were not achieved, the Services continue to commit significant effort and resources to engage and raise awareness among all of the UK’s minority groups and to encourage members of those groups to consider a career in the Armed Forces.

2.14 Outflow from trained strength for ethnic minorities was 6.3%, slightly higher than representation. For officers the figure was 3.3% compared with 2.5% representation, although the number of ethnic minority officers leaving the Armed Forces was relatively small and care should be exercised when making comparisons. For other ranks the ethnic minority outflow figure was 6.7% compared with representation of 6.8%.



# Employment Monitoring: Civil Service

All the tables and figures referred to in this section are at Annex B

## Introduction

3.1 An ongoing comprehensive programme of restructuring and downsizing in the Department has continued throughout this reporting year, which will affect the recruitment levels, and possibly the diversity of our workforce across MOD.

3.2 Due to delays in publishing the Equality & Diversity Annual Report 2006-2007, some of the civilian employment data was available for 2007-2008. For completeness we have replicated some of that information in this report.

## Workforce Profile

### Tables B2 to B4

3.3 The percentage of women, ethnic minorities and people with disabilities has hardly changed in the last year. Each group has increased by between 0.1% and 0.3% (excluding Royal Fleet Auxiliary and locally engaged civilians). The workforce is 36.4% female, 3.1% (of those who have declared) are ethnic minorities, and 5.5% (of those who have declared) have a disability.

## Recruitment and Selection

### Tables B8, B9 to B13

3.4 Recruitment has again been limited due to the ongoing major restructuring and downsizing of the department as outlined in the introduction. The proportion of women recruited was lower in 2007/08 – 39.6%, compared to 40.5% in 2006/07. The proportion of ethnic minority (EM) recruits is also lower 3.1% compared with 3.5 % in 2006/07, however this maybe due to the increase in the proportion of unknowns, as the proportion of people with a white ethnic origin also fell by 5%. Less than 1% of all new recruits to the Department declared a disability, 12.2% of new entrants had an unknown disability status.

## Exits

### Table B16

3.5 Of those who left the department 36% were women, and 5% had declared a disability, this is in proportion to the numbers within the Department. 2.2% were from EM; this is a slightly lower proportion than the number of EM in the Department. The proportion of women and ethnic minorities leaving the Department was slightly lower this year than last, and the proportion with a declared disability was slightly higher. We piloted an exit survey but the data

collected provided insufficient insight to help gauge what diversity challenges we may face. We have developed a revised survey which will be launched next year.

## Promotion and Progression

### Senior Civil Service Assessment Centre

3.6 A new assessment centre process was introduced during the reporting period to help identify and select Band B staff with the potential for promotion into the Senior Civil Service. The process consists of psychometric testing, competence based interview, group exercise, role play, in-tray exercise and presentation. During the reporting period 12 applicants were awarded promotion passports consisting of 9 males (75%) and 3 females (25%).

### Band B & D Assessment Centre

#### Figures B1 to B3

3.7 In 2007 a total of 470 people attended the Sift for the Band B Assessment Centre, 115 people passed - a pass rate of 25 percent. After withdrawals, 110 people attended the Assessment Centre, 85 passed – a pass rate of 77 percent.

3.8 Statistical tests were applied to the data. If a 'significant' difference is observed then it is unlikely to have occurred by chance. Where differences in results are referred to as '*significant*', this indicates statistical significance at the 5 percent level. This tells us there is at least 95% probability that the differences in pass rates have not occurred by chance. Figures have been rounded to the nearest 5 to prevent disclosure of sensitive personal data. Totals and percentages have been rounded separately and so may not equal the sum or percentage of the rounded parts.

#### Gender

3.9 Sift Programme - Of the 470 candidates attending the Sift, 77 percent (360) were male with 22 percent (80) passing the sift programme, 23 percent (105) were female, with 33 percent (35) passing the sift programme. This compares against the overall pass rate of 25 percent. The differences in male and female Sift pass rates were *not statistically significant*.

3.10 Assessment Centre (AC) - Of the 110 candidates attending the AC, 69 percent (75) were male with 74 percent (55) passing the AC, 31 percent (35) were female, with 83 percent (30) passing the AC. This compares against the overall pass rate of 77 percent. The differences in male and female AC pass rates were *not statistically significant*.

#### Ethnicity

3.11 Sift Programme - Of the 470 candidates attending the sift, 85 percent (395) declared themselves as white with a pass rate of 24 percent (95) whereas

3 percent (15) declared themselves as ethnic minority (EM) with fewer than 5 passing the sift programme. The remaining 12 percent (60) who did not declare their ethnic origin achieved a pass rate of 28 percent (15). The overall pass rate was 25 percent. The differences between the ethnic groups were *not statistically significant*.

3.12 AC - From the 110 candidates attending the AC, 84 percent (95) were of white origin with a pass rate of 79 percent (75), fewer than 5 declared themselves as ethnic minority. The remaining 13 percent (15) who did not declare their ethnic origin achieved a pass rate of 60 percent (10). The overall pass rate was 77 percent. The differences between the ethnic groups were *not statistically significant*.

## Disability

3.13 Sift Programme - Of the 470 candidates attending the sift, 73 percent (340) declared themselves as not disabled with a pass rate of 24 percent (85) whereas 3 percent (15) declared themselves as disabled with 31 percent (5) passing the sift. The remaining 24 percent (110) who did not declare their disability status achieved a pass rate of 25 percent (25). This compares against the overall pass rate of 25 percent. The differences in results between disability groups were *not statistically significant*.

3.14 AC - Of the 110 candidates attending the AC, 71 percent (80) had declared themselves as not disabled with a pass rate of 75 percent (60), 4 percent (5) were disabled with 100 percent (5) passing the AC. The remaining 24 percent (25) of the candidates with an undeclared disability status achieved a pass rate of 78 percent (20). The overall pass rate was 77 percent. The differences in AC results between the disability groups were *not statistically significant*.

## Age

3.15 Sift Programme - The youngest age bands were the most successful with pass rates of 43, 32 and 29 percent compared with an average pass rate of 25 percent. The differences between Sift results by each age range were *not statistically significant*.

3.16 AC - The youngest age bands were the most successful with pass rates of 100, 94 and 87 percent compared with an average pass rate of 77 percent. The differences between the AC results by each age range were *not statistically significant*.

## Band D Assessment Centre

### Figures B4 to B6

3.17 The Band D (junior management level) Assessment Centre (AC) considers all staff seeking promotion at Band E and Skill Zones 1-4 equally, and

evaluates against a single benchmark to identify the most suitable candidates for promotion to Band D.

3.18 In 2007, a total of 2,580 attended the sift for the Band D AC. 415 people passed – a pass rate of 16%. After the inclusion of 45 people with an automatic passes to the assessment centre and after excluding withdrawals a total of 445 people attended the assessment centre. 270 people passed the A C – a pass rate of 61%.

### Gender

3.19 Of the 2,580 candidates attending the sift, 43% (1,120) were male with 13% (150) passing the sift programme, 57% (1,465) were female, with 18% (265) passing the sift programme. This compares to an overall pass rate of 16%. The differences in the results for gender were tested as highly statistically significant with females performing better.

3.20 AC - Of the 445 candidates attending the AC, 42% (185) were male with 54% (100) passing the AC, 58% (260) were female with 66% (170) passing the AC. This compares to an overall pass rate of 61%. The differences in male and female AC pass rates were not statistically significant.

### Ethnicity

3.21 Of the 2,580 candidates attending the sift, 84% (2,180) declared themselves as white with a pass rate of 17% (370) whereas, 3% (90) declared themselves as ethnic minority with 9% (10) passing the sift programme. The remaining 12% (310) who did not declare their ethnic origin achieved a pass rate of 12% (35). This compares with an overall pass rate 16%. There is a statistically significant difference in pass rates by ethnic status. People declaring themselves as white have the highest pass rate.

3.22 AC - Of the 445 candidates attending the AC, 89% (395) were of white origin with a pass rate of 61% (245), 2% (10) declared themselves as ethnic minority with less than 5 candidates passing the AC. Of the remaining 9% (40) of candidates with an undeclared ethnic origin, 60% (25) passed the AC. This compares against an overall pass rate of 61%. Statistical comparisons could not be made on these groups due to the small numbers involved.

### Equal Pay

3.23 MOD concluded an equal pay audit for non industrial civilian staff in 2008 which determined that there was no direct discrimination in the MOD pay system. MOD's pay scales were substantially reduced in the 2006 two-year pay award (to between 11 and 19 years) and the average salary gender pay gaps were significantly reduced. Although not discriminatory in themselves, long pay scales distort average salary gender pay gaps. The audit concluded that continuation of the MOD pay strategy of having a simple and transparent pay system with short pay scales based on job weight with any workforce group whose market rate of pay is out of kilter with the norm being met through the

payment of non consolidated market skills supplements, would ensure all average gender pay gaps were well within Equality and Human Rights commission (EHRC) guidelines. The strategy aim is to reduce the pay scales for junior pay bands to 5 years with slightly longer pay scales for managerial and equivalent grades.

3.24 Industrial pay scales, with the exception for Skill Zone three which is 15 years in length, are already below ten years in length but the aim is to reduce these further.

### **Performance Appraisal**

3.25 For those non industrial staff who had declared a black or minority ethnicity, a lower percentage received a bonus than their white colleagues. For non industrial staff, when tested, the differences for percentage Bonus (and higher), Bonus Plus (and higher) and Enhanced Bonus were all found to be statistically significant. For industrial staff, when tested, the differences for all levels of bonus were not found to be statistically significant.

3.26 For those non industrial staff who had declared a disability, when tested, the differences for percentage Bonus (and higher), Bonus Plus (and higher) and Enhanced Bonus were all found to be statistically significant. For those industrial staff who had declared a disability, when tested, the difference for percentage Bonus (and higher) was found to be not statistically significant, the difference for Bonus Plus (and higher) and Enhanced Bonus were statistically significant. The civilian pay team is investigating this issue further.

### **Progress Against Diversity Targets**

#### **Table B1**

3.27 The Department has continued to make steady progress towards its 2009 target for women in the Senior Civil Service; 14.5% of the SCS is female, against a target of 15%. Progress at Band B has also been good with the 2009 target already achieved. However, the proportion of women at Band D is much the same as it was in 2005, and is now 37% against a target of 47%.

3.28 The proportion of ethnic minority staff has hardly changed at SCS (the numbers in the SCS are too small to report this year) Band B (2.6%) or Band D (3.2%) levels. The target for Bands B and D is 4.5%, and 3.2% for the SCS.

3.29 The SCS target for people with a disability has been exceeded, over 5% of the SCS has a declared disability, compared with a target of 2%. At Band B, 3.7% have declared a disability against a target of 4.5% and at Band D the target of 6.5% has almost (6.4%) been achieved.

3.30 Dstl reported that despite extensive flexible working practices, good training and development opportunities and exciting challenging work, women scientists are still relatively under-represented in the workplace. To try to address

this Dstl are considering a specific recruitment campaign to focus on attracting more women into scientific roles.

## Diversity Declaration

### Declaration Rates at 1 August 2008 by Diversity Strand

Total number of staff	69450	
	% chose not to declare	% no record
Ethnic Origin	2.9%	12.7%
Ethnic Identity	1.7%	12.7%
Disability	2.5%	33.4%
Religion or Belief	16.6%	31.9%
Sexual Orientation	19.0%	31.6%
Gender status	23.3%	34.3%

Source: HRMS

## Development Schemes

### Fast Stream

3.31 There are 137 scheme members in total, with the male to female ratio at 50% to 50%, as compared to 53% to 47% as at December 07. As at 1 April 08, 9% of total scheme members had declared themselves as ethnic minority and 5% as disabled.

### Means of Identifying & Developing Internal Talent (MIDIT) Programme

3.32 The programme currently has some 255 participants. As of April 2008, 48.56% of the participants were female, 6.17% declared themselves as ethnic minority and 5.35% as disabled.

3.33 There were, at 31 December 2007 54% males and 46% females participants of whom 8% declared themselves as ethnic minority and 4% disabled.

## Harassment, Grievances and Discipline

3.34 In April our People Pay and Pensions Agency (PPPA) who provide a Case Advisory Service for a range of HR issues for civilian staff and their line managers (both civilian and military) took over the responsibility for [advising on harassment, grievance and discipline cases](#). All parties can contact the PPPA at any stage for advice and support on the policy and procedures regarding conduct issues, and a case adviser is allocated when formal complaints are submitted. There were concerns over the quality of the data, and therefore tables have not been included. Data quality and processes will be investigated further.

3.35 Air Command is in the process of training over 100 Harassment and Investigation Officers (HIO) to support line managers in the process of investigating complaints. They also have over 100 trained mediators in order to provide a structured alternative to the formal complaints process.

# Employment Monitoring: Ministry of Defence Police

All the tables to which we refer in this section are at Annex C

## Recruitment

### Tables C1 to C3

4.1 The MDP has worked to targets to recruit more ethnic minority and female police officers for several years and again devoted a significant proportion of its overall recruitment advertising budget towards attracting and recruiting police officers from these groups.

### Race

4.2 The recruitment effort included attendance at several ethnic minority targeted recruitment fairs whilst a substantial proportion of the MDP's overall recruitment advertising budget was spent on targeted advertising including a Bollywood cinema advertising campaign with foyer stands and leaflets.

4.3 Despite this resource input, the MDP continues to fail to attract significant numbers of ethnic minority applicants. Also, analysis of recruitment statistics shows that ethnic minority candidates have, for the second year running, fared less well through the police recruitment process than their white counterparts.

4.4 The MDP's Minority Representation Working Group commissioned a study into ethnic minority recruitment, which confirmed that, on the whole, up-to-date good practice was being implemented. However, the possibility of developing more effective and longer term relationships with ethnic minority communities was identified and is being explored. Work is also in hand to identify the reasons for disproportionate results in the police recruitment process.

### Disability

4.5 In common with practice across the police service, the MDP requires applicants to be able to achieve nationally agreed fitness and medical standards. Given the requirement for MDP officers to be armed, these standards are necessarily testing. The MDP recognises the possibility that the standards may prevent some disabled candidates from joining and regularly reviews them to ensure they continue to be absolutely necessary. Some reasonable adjustments can be made to the recruitment process, which is "owned" by the National Police Improvement Agency, most notably for candidates with dyslexia. Nevertheless, very few applicants declare a disability – less than five applicants in 2007/08 did so.



## Gender

4.6 Targeted advertising aimed at women including campaigns in women's magazines such as "Cosmopolitan" and "Zest". Despite this, the MDP still failed to attract significant numbers of female applicants – only 16.7% of applications were from women. There is some anecdotal evidence which suggests that the MDP is less attractive than other police forces to female applicants because of the requirement to be firearms trained but it is difficult to determine the accuracy of this.

## Promotion

### Tables C4 to C9

4.7 The MDP promotion processes vary according to the rank to which promotion is sought, but each process consists of two key stages. Promotion to the rank of Sergeant or Inspector involves sitting and passing an examination and then successfully attending a promotion assessment centre. Promotion to Chief Inspector and above comprises a paper sift and, for successful candidates, an interview.

## Race and Disability

4.8 There continues to be evidence that neither ethnicity nor disability deters MDP officers from applying for promotion. The percentage of applicants for promotion who had identified themselves as being from a minority ethnic group or declared a disability was in both cases above the percentage of ethnic minority or disabled officers in the MDP. It is less easy to determine whether success rates for ethnic minority or disabled candidates are proportionate since the small number of candidates makes statistical comparisons unreliable.

Adjustments to the promotion process are available for disabled candidates where these are requested. To date, the only adjustments requested have been made by officers with dyslexia. To ensure that the most appropriate adjustment is made, the MDP pays for such candidates to have a professional assessment carried out by an educational psychologist and, although the most usual adjustment is the provision of extra time in the examination, the adjustment made will be tailored precisely to the needs of the individual.

## Gender

4.9 Female MDP officers applied for promotion in broadly the same proportion as their male counterparts in 2007/08. 25 female Constables applied to take the examination for promotion to Sergeant, representing 8.7% of the women at Constable rank compared with 179 men, representing 7.2% of male Constables. For promotion from Sergeant to Inspector, 27.7% of female Sergeants applied compared with 15.5% of male Sergeants.

4.10 Candidates who pass the promotion examinations may apply to take part in a promotion assessment centre up to two years after passing the examination. In 2007/08 40% of female applicants passed the Constable to Sergeant assessment centre compared with 23.6% of male applicants and 66.7% of female applicants passed the Sergeant to inspector assessment centre compared with 20.3% of male applicants. However, because the numbers of female applicants were comparatively low, these percentages may not be statistically valid.

The MDP has the oldest women's support group in the MOD (it was launched in March 2004) and the Women's Staff Association (WSA) has been represented on the MDP's Diversity Programme Board (DPB) and Minority Representation Working Group (MRWG) since these were formed. The WSA has organised a women's development event in each year since its formation. At the event in June 2007 delegates were invited by the Chief Constable to let him know what he could do to further increase the number of women going for promotion and continuing to do so into the more senior ranks. The resulting suggestions have been considered by the MRWG and more detailed consideration is now being given by the DPB to several of the proposals including modularising the MDP promotion examination process and introducing a mentoring scheme for female officers.

## Retention

### Tables C10 to C12

#### Race

4.11 Less than five ethnic minority officers left the MDP for any reason, including resignation, age retirement, ill health and other early retirement, dismissal or death in service, during 2007/08. Although the overall numbers of ethnic minority officers remains low in comparison with other civilians in the MOD and with many other police forces, there is no indication that the rate of resignation by ethnic minority officers is disproportionate.

4.12 Although there is no indication that the MDP work environment has any negative impact on the retention and progression of ethnic minority officers, there is still a commitment to ensuring that ethnic minority officers want to stay with the organisation and to realise their full potential.

The MDP has a keen desire to raise organisational awareness of any issues which particularly affect ethnic minority staff and to understand any specific needs they have. After a year's development activity the Agency Support Group for Minority Ethnic Staff (AS-ME) was formally launched in November 2007. The group had already been represented for some time on both the MDP's Diversity Programme Board and its Minority Representation Working Group and is contributing to the development of ideas to recruit more ethnic minority MDP officers and to encourage more officers to apply for promotion or to take up specialist roles.

## Disability

4.13 Less than five officers who had declared a disability left the MDP for any reason, including resignation, age retirement, ill health and other early retirement, dismissal or death in service, during 2007/08. The rate of resignation by disabled officers is not disproportionate and exit questionnaires and interviews have not indicated any disability related reasons for resignations.

## Gender

4.14 Twenty female officers left the MDP during 2007/08, seventeen of whom resigned. Those resignations represented 4.8% of the 352 female officers in the MDP on 1 April 2007. By comparison, 79 male officers resigned – a male resignation rate of 2.5%. There has not previously been a significant difference in resignation rates between male and female MDP officers and female resignation rates are being closely monitored to identify any continuing trend. However, exit questionnaires and interviews do not reveal any particular gender based reasons for resignations.

## Performance Appraisal

4.15 The only benefit MDP officers receive as a result of performance assessment is a Competence Related Threshold Payment. No central record has been kept within the Agency of CRTP awards and so it is not possible to provide information on the receipt of such awards by ethnicity, disability or gender. Arrangements are in place to maintain a central record in future but it will only be possible to properly monitor payments in 2008/09.

4.16 The only apparent detriment an MDP officer might suffer as a result of performance assessment would be dismissal because of unsatisfactory performance. No MDP officers were dismissed on performance grounds in 2007/08.

## Harassment/ Grievance and Discipline

4.17 The MDP's harassment complaints procedures mirror, as far as possible, the arrangements for other MOD staff, whilst being consistent with the national police misconduct arrangements which apply to MDP officers. Monitoring of formal harassment complaints is carried out by the MDP Professional Standards Department.

4.18 There were concerns over the quality of the data, and tables have therefore not been included. Data quality and processes will be investigated further.

## Training and Development

4.19 Despite the introduction of HRMS training records, the MDP still has a gap in its ability to give statistics on applications for training due to the reports

available. It would be possible to produce a list of staff who had attended training at the MDP Training Centre only, but it is not feasible to manually identify the ethnicity, disability status or gender of each student.

4.20 Aside from the women's development events run by the WSA, the MDP has also funded the attendance of women at development days run by the British Association for Women in Policing, at the national Senior Women in Policing Conference and the International Association of Women in Policing conference.

The MDP's first ever Springboard women's development programme was run between September 2007 and January 2008. Springboard is an internationally recognised and acclaimed programme which has significantly enhanced the careers and home lives of women in the many organisations which have used it. Further programmes will take place in 2008/09 and will be complemented in 2008/09 by a men's development programme, Navigator.

# Promoting Diversity

## Promoting Diversity: Armed Forces

5.1 The Armed Forces have continued to develop a range of initiatives to promote equality and diversity building on the substantial body of work undertaken in this area over the past ten years.

### Gender

#### Recruitment and Employment of Women

5.2 Recruitment to the United Kingdom's Armed Forces is generally gender free and there are no separate recruiting targets for women. This means that recruitment is seen to be fair and unbiased as the best candidates are recruited, regardless of gender. In Financial Year 07/08 the number of female recruits from civilian life was 2,100 (140 more than the previous year) representing 9.9% of the total intake.

5.3 The Armed Forces continue to undertake initiatives to encourage more women to join. For example, the Royal Air Force has endorsed a strategy to improve female representation in those branches and trades (mostly technical) in which women are currently under-represented. This is a five year strategy which focuses on early engagement from age 13 and will encourage girls to continue with mathematics and science studies and increase their interest in technical and engineering career opportunities. More generally the Armed Forces use multi-media advertising campaigns aimed at sustaining and increasing the level of recruitment. Other initiatives include attendance at schools, careers fairs and graduate recruitment seminars, road shows, exhibitions youth clubs and organisations by Services' presentation teams; work experience placements within Service establishments; personal development courses and Look at Life Courses for young people who express an interest in the Armed Forces; and day visits to HM ships and Service establishments.

#### Participation in International Organisations

5.4 The United Kingdom is represented on the Committee on Women in the NATO Forces which advises NATO leadership and member nations on critical issues affecting women in the Alliance's Armed Forces. Its main purpose is to promote the most effective employment of women in uniform and their career development and acts as a clearing house for the exchange of information between NATO nations. It also supports the Alliance nations by providing informed guidance on gender-related and diversity issues and more specifically, operations-related lessons learnt from Servicewomen. In June 2007 the Committee held its annual conference in Brussels at which the main business was discussion of a major policy document on "*Guidance for Gender*

*Mainstreaming*” and agreement on further work needed prior to its submission to the NATO Military Committee.

## Health and Fitness

5.5 In 2007 a guide entitled “*The UK Servicewoman’s Guide to Health and Performance*” was published for UK Servicewomen of all ages and ranks. The guide gives expert guidance on what to eat and drink to keep healthy and to optimise physical and mental performance during training and operations as the consumption of a balanced diet is known to enhance the health and performance of women at various key stages throughout a career in an arduous occupation. Guidance is provided on reducing the risk of injury and maintaining healthy bones. Information is also given on the health issues relating to pregnancy, maternity and returning to duty following childbirth.

## Initiatives to Improve Work-Life Balance

5.6 The Armed Forces continually look to improve the support for Service personnel and their families recognising that childcare is an important consideration for many Service personnel. To this end, in November 2007 the Armed Forces introduced a salary sacrifice system to help parents pay for childcare. This enables Service personnel to convert a proportion of their salary into childcare vouchers which can be used to pay for registered childcare.

5.7 Other initiatives aimed at assisting those with caring responsibilities while recognising the need to preserve the operational capability of the Armed Forces are under consideration.

## Preventing Sexual Harassment

5.8 A three-year Agreement to “Prevent and Deal Effectively with Sexual Harassment of Women in the Armed Forces” was signed between the MOD/Armed Forces and the Equal Opportunities Commission (EOC) in July 2005. The Agreement included an Action Plan covering ten measures agreed as being crucial for laying the foundations for success. Although the initial focus of the work was on issues directly connected with sexual harassment, many of the more recent initiatives deal with more general equality and diversity issues. Key developments during the year were:

## Awareness Raising

5.9 Several equality and diversity publications and awareness posters have been issued including an Annual Bullying and Harassment Report to Ministers and individual Service Harassment Complaints Guides. In May 2007 the first Bullying and Harassment Case Studies Newsletter was published.

## Training

5.10 A full review of general equality and diversity training was also conducted during 2007 to define training requirements. Requirements for equality and

training at all levels were critically examined by the Training Review Working Group. Revised equality and diversity core and advanced training requirements were agreed and new courses and supporting material are now being developed.

5.11 The Services have also embarked upon an extensive training programme to produce a cadre of Harassment Investigation Officers and qualified Mediators. In addition to the very successful Equality and Diversity Advisors' Course, the Joint Equality and Diversity Training Centre (JEDTC) has developed an Assistant Equality and Diversity Advisors' Course. This will give leadership responsibility to junior ranks at Leading Hand/Corporal level and also provide them with an appropriate advisor closer in rank to them than was previously available.

### Leadership and Accountability

5.12 Joint Service Publication (JSP) 757 "*Tri-Service Guidance for Appraisal Reporting*" has been updated to include the requirement to comment on attitudes to equality and diversity in Annual Confidential Reports. Career monitoring has also been introduced to track safely those individuals whose behaviours had given rise to concern.

### Appointment of a Service Complaints Commissioner

5.13 In January 2008 a new Service Complaints Commissioner was appointed to act as an independent "watchdog" for the Armed Forces' complaints system and to monitor and hold the Services to account for the way in which they handle complaints from Service men and women. The Commissioner also provides an alternative point of contact for Service personnel, their families, friends or anyone acting on their behalf, to raise concerns in relation to allegations of bullying, harassment, discrimination or other improper behaviour and a range of other medical and personnel issues.

### Mediation

5.14 The Armed Forces have set in place arrangements to train a cadre of mediators trained to an accredited external standard who can assist with the resolution of disputes where it is appropriate to do so without recourse to the more formal complaints procedures.

5.15 Throughout the year, the Services have worked closely with the EOC and its successor, the EHRC, to ensure that the measures that are being taken will achieve real change in attitudes on the ground.

### Revision of the Code of Social Conduct

5.16 The Armed Forces Code of Social Conduct, which was introduced in 2000, was revised and updated in 2007. The Code explains the Armed Forces' policy on personal relationships involving Service personnel and applies to all Service personnel regardless of their gender, sexual orientation, race, religion, belief, ability, rank or status. It sets out examples of behavior that can undermine the trust and loyalty between commanders and those they command which can



damage the morale or discipline of a unit, and hence its operational effectiveness.

## **Disability**

5.17 The Armed Forces are exempt from the employment provisions of the Disability Discrimination Act 1995. They do, however, retain a significant number of personnel who, having been trained and having gained experience, fall below Service medical standards but are able to fulfill a limited range of military duties.

5.18 The Armed Forces are required to comply with the non-employment provisions of the Act and take steps to ensure, for example, that arrangements are put in place to provide access for the disabled to Service premises and events and that Service publications can be made available in alternative formats.

## **Sexual Orientation**

5.19 Sexual orientation is regarded as a private life matter and Service personnel are free to choose whether or not to disclose their sexual orientation. The Armed Forces aim to provide individuals who choose to disclose their sexual orientation with the opportunity to do so without risk or discrimination or harassment. To this end, improvements have been made to equality and diversity training and this has helped to tackle inappropriate attitudes and behaviour towards gay and lesbian personnel.

5.20 The Armed Forces have adopted a number of strategies to attract potential lesbian and gay personnel. These include membership of Stonewall's Diversity Champions Programme and establishing working relationships with other public and private sector organisations. Advertisements for recruitment into the Armed Forces have been placed in the Gay press and in recruitment guides aimed at students.

5.21 In January and November 2007 conferences for Armed Forces gay, lesbian, bisexual and transgender personnel of all ranks were held to update personnel on developments in the Services' diversity programmes; to offer the opportunity to participate in presentations and workshops; and provide an enjoyable social networking opportunity for personnel and their partners. Gay and lesbian personnel from all three Services participated in the London Pride parade held in June 2007.

## **Race**

5.22 The Armed Forces achievements in promoting racial equality were recognised when all three Services finished in the top ten in Race for Opportunity's annual benchmarking report. The Army was judged to be the top public sector performer for its race-related policies and practices for the sixth consecutive year and achieved fifth place nationally for both public and private sector organisations.



## Recruitment

5.23 The Armed Forces continue to engage in a wide range of outreach and recruiting activities with particular emphasis on high ethnic minority population areas, especially Greater London. These activities are undertaken at local level by dedicated recruitment teams or by Service establishments based in or near the community. The Armed Forces remain committed to removing any real or perceived barriers which might prevent people from ethnic minorities from considering a Service career.

5.24 The Armed Forces have established Ethnic Minority Recruiting Teams in areas with large ethnic minority populations aimed at promoting Service careers. They are engaged in numerous and varied initiatives to encourage more young people from ethnic minority backgrounds to join the Armed Forces. These include forming new Community Partnerships, holding Personal Development Courses for schools and community groups, and holding open days and visits to Service establishments. The Royal Navy's Diversity Action Team gives presentations in schools, colleges and to community groups, organises five-day Personal Development Courses, attends careers, and cultural and religious festivals and events and engages potential recruits and their gatekeepers. The Army's Diversity Action Recruiting Team (DART) provides role models to young people from ethnic minority backgrounds at recruiting events throughout the country. Within DART there are Community Liaison Officers who engage with and develop relationships with 'influencers' in minority communities in their respective regions. The RAF's Motivational Outreach Team is augmented by Careers Liaison Officers, Community Careers Liaison Officers and a network of Youth Activity Liaison Officers across the UK. They participate in schools' careers conventions, festivals and sporting events, and visit to youth organisations and ATC/CCF squadrons. They also arrange visits for young people from ethnic minorities to RAF stations.

5.25 A new round of UK ethnic minority recruitment goals began in 2006/07. Commencing 1 April 2006, and for a minimum of four years, the incremental goals were set at 0.5% above the previous year's achievement for each Service, or rolling forward the previous year's target, whichever was higher. This should ensure that targets remain realistic and better reflect the prevailing circumstances. Goals for 2007/08 were: Royal Navy 3.5%; Army 4.3%; RAF 3.6%. UK ethnic minority recruitment achievement for 2007/08 was 2.1% for the Royal Navy, 3.6% for the Army and 1.8% for the RAF based on the Services' own estimates.

5.26 Although the 2007/08 UK ethnic minority recruitment goals were not reached, the Services continue to commit significant effort and resources to engage and raise awareness among all of the UK's minority groups and to encourage members of those groups to consider a career in the Armed Forces.

## Representation

5.27 The Armed Forces are determined to become more representative of our diverse society, harnessing the wealth of talent and skills of individuals from

different backgrounds across all ethnic and religious groups. The Armed Forces aim is to reach 8% ethnic minority representation by 2013 (in line with ethnic minority representation in UK society).

5.28 Ethnic minority representation in the Armed Forces has risen substantially in recent years from just over 1% in 1999 and, as at 1 April 2008, provisionally stood at 6.1% (Royal Navy 3.1%, Army 8.8% and RAF 2.2%). Much of this increase is due to the increase in ethnic minority recruits from Commonwealth countries, particularly among Army other ranks.

### Retention and Career Progression

5.29 Retention and length of service rates for ethnic minority personnel were broadly comparable with those for their white counterparts. Comparison of promotion rates for ethnic minorities with their white counterparts does not indicate that ethnic minorities with their white counterparts does not indicate that ethnic minority personnel are being treated less favourably. However, care should be taking when making comparisons, particularly for officers, because the numbers involved are small.

5.30 Ethnic minority personnel are beginning to make progress towards the highest ranks in the Armed Forces although, given the low starting position, it will take many years before ethnic minorities are fully represented at all levels in the Services. Because many ethnic minority personnel have been recruited recently and are at a relatively early stage in their careers, ethnic minority representation is disproportionately concentrated at the more junior levels. The highest ranking ethnic minority officer in the Armed Forces is a Rear Admiral. However, the number of ethnic minority officers at the most senior levels remains relatively low. Senior officers are developed through the ranks and it may be some time before we see a significant improvement in ethnic minority representation at this level.

### Racial Harassment and Discrimination

5.31 The number of formal racial harassment and discrimination complaints in each of the last five years was as follows:

	2003/04	2004/05	2005/06	2006/07	2007/08
<b>Royal Navy</b>	-	5	5	-	5
<b>Army<sup>1</sup></b>	10	10	15	20	-
<b>RAF</b>	-	-	5	5	15

<sup>1</sup> Army figures are for calendar year, i.e. 2004, 2005, 2006, 2007 and 1 January – 31 May 2008.

- denotes zero or rounded to zero.

Figures are rounded to five.

5.32 Although it is not possible to draw conclusions from the number of complaints, the number of cases remains relatively low. The Armed Forces are not complacent and are determined to challenge unacceptable behaviour whenever it occurs. The results of Service Continuous Attitude Surveys indicate that racism is perceived to be less prevalent than ten years ago. Isolated

incidents of racial harassment still occur and this is deeply regretted. Such behaviour has no place in the modern Armed Forces.

## Religion

5.33 The Armed Forces continue to work hard to engage with religious minority communities to raise awareness of Armed Forces' careers and improve representation. The Services place a great deal of importance on the spiritual development of Service personnel and encourage people from all faiths to practice their religious observances. Members of the Armed Forces are normally allowed to celebrate religious festivals and holidays and to fast and pray in circumstances where this would not jeopardise operational effectiveness or health and safety. Where practical, areas of worship are made available in all Service establishments, including ships and submarines and, in most circumstances, arrangements can be made for daily prayer. They also recognise the need to observe specific codes of dress in accordance with particular religious beliefs and aim to cater for the religious dietary requirements of all Service personnel. The Armed Forces have appointed religious leaders from the Buddhist, Hindu, Jewish, Muslim and Sikh faiths to act as advisers on matters of religious requirements and to ensure that personnel from minority faiths receive appropriate pastoral and spiritual care.

5.34 An Armed Forces Faith Forum, which meets bi-annually, has been established to advise on the development of the Armed Forces' policy on religion and belief. Membership of the Faith Forum includes the Chaplain of the Fleet, the Deputy Chaplain General and the Chaplain in Chief of the RAF and the Armed Forces Religious Advisers from the Buddhist, Hindu, Jewish, Muslim and Sikh faiths.

5.35 Commissioned Armed Forces' Chaplains are drawn from the main Christian denominations represented in the Services and provide spiritual care for Service personnel and their families within their denomination as well as providing pastoral care for personnel of all faiths or none.

5.36 The Armed Forces also have, under long-standing arrangements, an honorary officiating Chaplain from the Jewish faith. The first MOD civilian Chaplains to the Armed Forces from the Buddhist, Hindu, Muslim and Sikh faith communities were appointed on three-year fixed-term appointments in October 2005. A review of the Civilian Chaplains' appointments has been conducted, consulting stakeholders including the Armed Forces Chaplains' Departments, the Religious Endorsing Authorities and the Civilian Chaplains themselves. The review concluded that the initiative had been a considerable success and that the Civilian Chaplains' posts should be converted to permanent Civil Service appointments. This recommendation was endorsed by the Department's Service Personnel Executive Group.

5.37 During the year, the Buddhist, Hindu, Muslim and Sikh chaplains organised the first conferences for members of their faith communities serving in the Armed Forces. Participants also included a range of distinguished speakers

and guests from both within the Ministry of Defence and outside. The events were very successful and plans are in hand for further conferences to be held.

5.38 For the fifth year running the MOD and Armed Forces sponsored an award at the Muslim News Awards, which recognise the achievements of individuals, initiatives or organisations within the Muslim community. The awards aim to highlight Muslim achievers and success stories throughout the UK and provide role models and counter misconceptions and prejudices about the Muslim community and all three Services were well represented at the Awards dinner.

## Age

5.39 The Government has accepted the need for the Armed Forces to retain age-based policies. These are permitted in the EC Employment Directive 2000 which allows Member States to provide that the Directive, insofar as it relates to discrimination on the grounds of age, shall not apply to service in the Armed Forces.

# Promoting Diversity: Civil Service

## Training- Central

### Tables B14 and B15

6.1 During 2007/08 dblearning, the Department's "in-house" civilian training provider, continued to deliver Equality and Diversity (E&D) training to both civilian and Service personnel at their four regional centres, satellite centres and numerous on-site locations both in the UK and abroad. They delivered 13,080 face to face trainee days, which equates to 10,130 students. A further 6400 students completed the E&D e-learning package "Clued-up" in one of the Defence Electronic Learning Centres, while a great many more completed it via their desk-tops.

6.2 dblearning also carried out an extensive review of its suite of E&D training and plan to launch new products covering the following in spring 2007.

- Development of an e-learning package as pre-cursor for the training interventions described below for any member of the MOD, civilian or Service, with or without staff.
- Equality and Diversity Training for Senior Civilian and Military Personnel.
- Equality and Diversity Training for Leaders and Managers

6.3 A new training package has been developed specifically for disabled employees entitled 'Positive about disAbility'. The content of the course is based on assertiveness. Pilots for the course were well attended and well received.

### Training - Reports from TLBs, Agencies and Trading Funds.

6.4 Fleet, reported that despite the loss of recruitment literature and display boards, they continued to maintain a presence within some schools and have attended, for example, 'Mock Interviews' for Year 11 students and 'Skills for Life' Day at a local school.

6.5 Air Command increased on-site E&D Training after surveying staff. Attendance increased, especially by staff with caring responsibilities, which contributed to an increase in the numbers of staff who are up to date with their mandatory E&D training.

6.6 Air Command continued to support staff considering applying for the Band D Assessment Centre by offering a series of presentations and workshops, with 20 presentations at 16 locations around the country, to approximately 750 prospective candidates and their line managers. The aim of these workshops was to discuss with candidates the process, and highlight how best they could prepare for the Assessment Centre. Particular attention was given to candidates from those areas that had previously been under-represented, i.e. BME, gender & disability. A specific workshop was also held for Air Command candidates that made it through the first stage, focusing on the core competences required.

Individual feedback was also provided by managers who were experienced in conducting competency based interviews. The outcome was that 26 out of the 28 candidates attending were successful in securing passports for promotion, including two disabled staff.

6.7 United Kingdom Hydrographic Office (UKHO) has introduced a new Equality and Diversity training package as part of their mandated training, with renewed emphasis placed on all diversity strands. As part of a rolling programme 260 staff received the training and the vast majority felt that the training was informative and highly educational.

6.8 Defence Support Group (DSG) held several training events across its business, including equality and diversity training for its Senior Management Team at RAF ST Athan, which received positive feedback and a recommendation that it is further rolled out to Team Leaders with their managers and “Respecting the Differences” programme aimed at challenging the thinking and behaviors of individuals and line managers.

6.9 Dstl continues to develop and increase staff involvement into building relationships with people of all ages and backgrounds with their Education Outreach Programme as part of its Corporate Social Responsibility Business Plan. Director Employment Framework, policy staff and representatives from the EMSC attended the Race for Opportunity Annual Awards Dinner in October 2007.

### **Development Scheme: New Horizons**

6.10 The New Horizons personal development programme is designed to provide junior minority ethnic civilian staff with the skills, abilities and confidence to help them compete more effectively for opportunities in the Department. It is also designed to give mentors an ideal opportunity to develop their own skills in managing in a diverse organisation. New Horizons runs on a biennial basis with up to 20 participants.

### **Education Outreach Programme**

6.11 For almost 6 years the MOD’s Education Outreach Programme has provided learning and development opportunities across a number of Inner London Further Education Colleges based both in the classroom and in MOD Headquarters in Whitehall. Over 2000 students are supported each year in colleges where over 60% are from an ethnic minority background. Through a mixture of curriculum support, personal development and employability skills training, both in the classroom and in Whitehall, this is supported by a MOD Mentoring Programme. Central Top Level Budget Holder (CTLB) reported that over 40 of its staff participated as mentors to nearly 100 students. Positive feedback from College tutors frequently inform us that both attendance and retention rates significantly improve coupled with a substantial and positive impact on the motivation of the group, when the students are supported by an external employer.



6.12 This past year has seen success in taking elements of the programme outside London, with students in schools and colleges in Plymouth, Southend, Hull and Warrington receiving support. Sir George Monoux College in Walthamstow are a new London addition and the Vice-Principal wrote 'this innovative partnership signifies a milestone and a gold standard for how educational institutes and employers need to fuse together to enable our young generation to flourish into tomorrow's leaders. Across the Colleges additional courses are being able to be supported by MOD due to an initiative for the MOD mentors linked to that college to 'adopt' the college and support targeted courses such as the Entry to Employment courses where students have been assessed by tutors as being particularly disadvantaged and frequently designated as 'at risk'.

## **Focus Groups and Networks - Central**

### **Diversity Champions' Panel**

6.13 The newly formed Diversity Champions Panel (DCP) comprising all the Diversity Champions, chairs of the Diversity Focus Groups, an E&D Whitley member, TLB and Trading Fund representatives and external members held its inaugural meeting in February with the intention of having twice yearly meetings.

### **Focus Group Review**

6.14 The Diversity team is about to conduct a review of our Diversity Focus Groups:

- Disability Steering Committee (DSC)
- Ethnic Minority Steering Committee (EMSC)
- Lesbian, Gay, Bisexual and Transgender (LGBT)
- MOD Women

6.15 The aim of the Review is to strengthen their position as an integral part of the diversity framework whilst providing an insight into the problems encountered by different groups of staff as well as individuals. It is essential that they remain a vehicle to involve and consult diversity groups as part of the policy making process and that they continue to challenge the Department in a constructive way, for the benefit of all staff. We will encourage input for all employees

### **Focus Groups**

6.16 The Ethnic Minority Steering Committee (EMSC) has met regularly. Its work included highlighting the need to be aware of the possible impact of Head Office Streamlining on ethnic minority staff. It sponsored workshops held for London based staff interested in applying for the Band D Assessment Centre and has been working in conjunction with the People, Pay and Pensions Agency (PPPA) to identify possible reasons for the high failure rate amongst ethnic minority staff at the Band D Assessment Centre.

6.17 The Disability Steering Committee (DSC) has held regular meetings throughout the year. The DSC, together with the twelve local disability networks located across the country, has been involved with the development of the "Disability Toolkit," which will provide advice and guidance regarding the reasonable adjustments process for individual and their line managers.

6.18 MOD Women (formerly the Gender Panel) held its first meeting in February. The panel is scheduled to meet twice a year and consists of the chairs of the women's networks, representation from TLBs and Trading Funds, Diversity team members and Dblearning. The panel is chaired by our Gender Champion. The role of the panel is to ensure MOD fully meets its obligations and commitments under the Equal Opportunities legislation; to raise awareness and publicise gender issues throughout the MOD; to promote the sharing of good practice, both within the department and externally, and to provide a channel of communication between women's networks and the MOD centre. The Wyton Women's Network was formed in 2007, bringing the total number of established networks to eight.

6.19 The LGBT Steering Committee (LGBTSC) has been involved in the introduction of the monitoring of sexual orientation in the MOD, It has also contributed to the development of the E&D training packages and the Department's input in to the 2007/08 Stonewall Workplace Equality Index. The MOD scored 69% and came 105 in the rankings. The LGBTSC also held two forums open to all LGBT staff.

### **Networks - Reports from TLBs, Agencies and Trading Funds.**

6.20 Fleet's Portsmouth Women's Network (PWN) membership continues to grow with both military and civilian women and has successfully organised well received events including:

- A 'Stress Awareness' presentation by Ace Training, which gave members a thought-provoking insight into human behaviour and how we view this in ourselves and others;
- Two PWN social nights, which gave members an opportunity to meet, relax and have a chat outside of work;
- An AGM which was well attended by members and included presentations by the MOD Gender Champion and Fleet Command Secretary. Members of Lockheed Martin also attended with a view to establishing a link with their own Women's Network in the future;
- The Chair continues to attend 'MOD Women' (formed from the Gender Panel) and reports issues back to members;
- The network took part in Fleet's Learning At Work Days where several new members joined as a result;
- Two PWN Newsletters were produced which included articles on general gender issues together with PWN events and activities;

6.21 The PWN committee continues to meet monthly to discuss objectives and plan events.



6.22 Defence Estates (DE) held a DE Women's Network conference in November. The DE Women's Network has also held a number of smaller events at DE sites.

6.23 CTLB has a Diversity Network consisting of representatives from each of the Business Units across the TLB, Trade Unions and members of Diversity support groups, including the London Women's Network (LWN), the London Disability Network (LDN), EMSC and the Lesbian, Gay, Bisexual and Transgender Network (LGBT). An event was held to launch the establishment of the London Disability Network included the distribution of information leaflets about disability.

6.24 Dstl is working with other MOD stakeholder which include UKHO, Met Office and AWE, in partnership with the Trade Union, Prospect on an 18-month project to ensure equality on diversity issues are addressed effectively at all levels; encouraging under-represented groups to develop and modernise their skills and careers in line with the Defence Industrial Strategy, this work will be factored into their E&D action plan.

### **External Involvement**

6.25 The corporate Diversity Team policy leads were active members of the Employers Forum on Belief (EFB) and took part in the EFB conference which included workshops to consider case studies. The EFB and its website have been publicised throughout the MOD via the Equality and Diversity Officers Network.

### **External Involvement - Reports from TLBs, Agencies and Trading Funds.**

6.26 Early in 2007 Fleet's Equality and Diversity Officer scoped and gained support for a Cross-Government Race Equality Network, bringing together Other Government Departments in the Portsmouth area to discuss their respective approaches to comply with their race-related legislation and to share good practice and experiences in promoting race relations. Further meetings have taken place throughout 2007/08, with representatives from Hampshire Police, HM Prison Service, Department for Works and Pensions, Portsmouth City Council, Hampshire Fire and Rescue and Portsmouth NHS Trust regularly attending to discuss issues of common interest, such as Impact Assessments; engaging senior managers in the Diversity agenda; and meeting the duties set out in the various Equality Schemes. The group's title has now changed to the Cross-Government Equality & Diversity Network in recognition that all E&D strands are open to discussion.

6.27 Fleet was also scoping the possibility of piloting a local Employment Partnership a Government initiative aimed at reducing the number receiving Incapacity Benefit with a view to getting more people back to work. An initial meeting was held in February between the Fleet TLB HR Business Partner, DGCP-Recruitment AD and the Senior Account Manager for Jobcentre Plus. The project is still in its formative stages.

## Diversity Events

6.28 CTLB has held a number of events to promote E&D across its business. An Equality & Diversity Day was held in the Main Building attended by staff ranging from SCS to Band E. The aim of the day was to promote and raise awareness of the Unified Diversity Strategy within the Corporate Services area and covered a range of topics which included E&D legislation, disability and transgender issues. Other events held included “An Introduction to Sign Language” and a presentation, “Dyslexia Awareness”, by the Dyslexia Institute. All awareness days included a presentation to encourage staff to record their diversity data on HRMS.

6.29 Air Command’s Ethnic Minority Network (EMN) organised a well attended lunchtime event, at RAF High Wycombe, in support of Black History Month. They also, in conjunction with local TUs, arranged poster campaigns highlighting the importance of self-declaration of diversity data, which resulted in an increase in declarations, particularly amongst skill zone staff.

6.30 Fleet reported that the provision of ‘mock’ interviews has proved to be very popular with local minority groups, in particular those with a disability, and has also provided a steady supply of interview candidates for the ‘Selection Interviewing’ course delivered by dblearning in Portsmouth Naval Base. We have connected several external organisations, such as Shaw Trust and Portsmouth Craft & Manufacturing Industry (PCMI), with dblearning and there has been a high level of attendance by volunteers from these organisations who are able to practice their interview skills in a safe environment, and at the same time gain the valuable experience of a competence based interview. dblearning provides adjustments to ensure candidates give their best performance whilst reinforcing the message that, as an Equal Opportunities employer, we will ensure that everyone competes on a level playing field. The interview panel and trainers provide feedback to the interviewee on their performance and describe where they thought they had performed particularly well or where they could focus on improvements.

## Benchmarking and Awards

6.31 The Race for Opportunity (RfO) benchmarking for 2008 was submitted in March. The results will be known in June. There was no Race for Opportunity benchmarking for 2007. In the Stonewall Workplace Equality Index we scored 69% and came 105 in the rankings in the 2007/08. The MOD has not taken part in a benchmarking exercise for the disability Standard this year. However, we are now a Gold Member of the Employers’ Forum on Disability and will be registering for the Disability Standard 2009.

6.32 Fleet TLB reported that following its success at the Southampton Centre for Independent Living’s annual disability awards last year, the Naval Service TLB has again been recognised for its work on disability by scooping both the

Regional and National awards at Remploy's Leading the Way awards 2007 in the 'large employer' category.

## Surveys

6.33 Last summer, we surveyed a sample group, which DASA randomly selected by TLB, gender and grade, almost 9,500 surveys were sent out, by e-mail or postal survey. The Civilian Attitude Survey (CAS) is not sampled by diversity strands, the data would be merely be raw data and no conclusions could be drawn regarding the differential impact on diversity groups. However, it provided a vital source of information about many aspects of what is happening across the Department on a day-to-day basis. It offers a very useful insight into key behaviours of our staff, managers and leaders. We use the information to help identify improvements to the way in which MOD delivers its out puts and to measure Employee Engagement.

6.34 The Cabinet Office has begun a programme of work to identify what departments need to do to create the conditions for more of their employees to engage more fully, and to then make those departments accountable for ensuring they deliver against these drivers. MOD is taking a lead role in helping shape the Employee Engagement Role for the Civil Service. In early 2009, we will move to a census survey for civilians using the Cabinet Office core questions and will be able to analyse data by diversity strands and hence gather far more detailed information to inform our diversity policies and delivery.

## Action Plans - Reports from TLBs, Agencies and Trading Funds

6.35 Dstl has produced a high-level equality and diversity (E&D) action plan. The plan includes details of the formation of a strategy group which will provide a strategic focus to drive Dstl's equality and diversity agenda forward. Actions included in the plan are training, promotion and examining various initiatives other organisations have carried out with a view to sharing best-practice. The group will comprise a range of stakeholders including Dstl's Executive Board and Trade Unions. As part of their action plan, Dstl is also considering the collecting of additional diversity data on religion or belief and sexual orientation.

6.36 DE have developed an Action Plan for the period 1 April 2008 to 31 March 2009, which sets the actions the DE intend to take to fulfill its commitment to embrace Diversity.

## Work and Families

6.37 We offer a range of family leave including flexible working; Maternity, Paternity, and Adoption Leave and time off for dependants.

# Promoting Diversity: Ministry of Defence Police

## General

7.1 Diversity continues to be given high priority, with the Chief Executive as the MDP's diversity champion giving visible top level commitment and ensuring that diversity is fully considered in planning and decision making on both service delivery and employment issues. Diversity work is overseen by a Diversity Programme Board with broad representation from MDP Directors and departments, the Trades Unions, the Defence Police Federation and the support groups for women, ethnic minorities, disabled staff and LGB staff.

7.2 The MDP's Diversity Strategy includes six strategic goals, representing the key areas in which it needs to succeed. These goals underpin a Diversity Action Plan against which there has been good progress in the year. The goals and key achievements under each include:

### **Strategic Goal 1: Our workforce and workplace**

To secure a better more effective workforce by establishing a workplace culture where people are treated with dignity and respect, where difference is valued and where harassment and bullying are not tolerated

- MDP has confirmed with suppliers that officially provided catering meets the dietary needs of the main religious groups.
- A multi-faith facility was opened at the Agency Training Centre, offering a space for prayer or meditation for all religious groups.
- The MDP, uniquely in MOD, offers trained harassment Contact Officers, who can advise and support those involved in harassment complaints. More Contact Officers were trained to improve the accessibility of this service.
- The MDP's Dignity At Work Policy was refined and republished, emphasising a zero tolerance stance on harassment and bullying.

### **Strategic Goal 2: Our representation, recruitment and retention**

To expand the pool of talent in the Agency by recruiting and retaining a workforce which is representative of the community we serve at all levels in the organisation

- The MRWG was formed to develop plans to improve representation, particularly by women and ethnic minorities. The Group commissioned a study on recruitment and retention which was completed in March 2008 and which will form the basis of future plans.
- The MRWG sifted proposals made by female staff on improving participation by women in the police promotion process and made a series

of recommendations to the Diversity Programme Board, which is considering next steps.

- Positive action is underway to attract more female and ethnic minority staff into specialist areas such as the Operational Support Unit, marine policing and dog handling, supported by events such as a Positive Action Day held in the MDP's South East Division.

### **Strategic Goal 3: Our customers and our accessibility**

To understand our customers and their staff better by building and maintaining links with the people we serve so that we are better able to recognise customer needs and to ensure that our services are fully accessible to our customers

- Actions arising from an access audit of MDP's HQ have been fully implemented and an additional audit is being carried out. The MDP Training Centre also began work to examine the accessibility of police graduation arrangements for visitors.
- Unit Beat Officers have provided presentations on UK laws to the Fijian community and advice on driving in the UK to US service people and their families. The MDP is also engaged with numerous community groups working on issues such as hate crime, community cohesion and domestic violence.
- As part of the Home Front initiative "No Cold Calling" Zones have been introduced, reducing the fear of crime, particularly for dependants – mainly women - of Service people deployed overseas.

### **Strategic Goal 4: Our reputation and communication**

To enhance our reputation as an Agency by consulting on and communicating our policies, plans and progress on diversity effectively, both internally and externally

- The Women's Staff Association continued to flourish, doubling its membership during the year and holding a third annual positive action event for female staff.
- New support groups were formed during the year – the Agency Support Group for Minority Ethnic Staff (ASME), LGB Unite and the Disability Support Forum. Each of these groups has contributed to the MDP's diversity work and to broader planning and decision making.
- A decision was taken to use the Diversity Excellence Model to assess the MDP's performance, with a baseline exercise to be carried out during 2008/09.

- The MDP hosted an Opportunity Now “Diversity Dialogue” for members in the south east region.
- The MDP’s Diversity and Equality Unit joined with the MOD TLB Equality and Diversity Officers Network, enabling it to ensure that the specific issues for police officers are represented and that MDP’s experience can be shared with other parts of the MOD.
- Chief Superintendent Wendy Benson, South East Division Commander was short listed for the Opportunity Now Gender Champion Award (which, although the award was announced on 30 Apr 08, and so was out of the year, she won).

### **Strategic Goal 5: Our cohesion and education**

To take our people with us by ensuring that they are educated and trained to enable them to fulfill their responsibilities on diversity and to ensure our diversity goals are achieved

- An Agency Notice was published, inviting staff to make additional diversity declarations: the notice was accompanied by a question and answer sheet designed to overcome resistance or suspicion.
- The acclaimed “Springboard” women’s development programme was delivered in the Agency for the first time. Further programmes will be run in 2008/09, as well as the companion “Navigator” men’s development programme.
- All Divisions and Regions produced local diversity action plans, cascading from the Agency Plan and including local targets and initiatives.
- The Chief Executive ensured that all Directors had diversity objectives included in their appraisals which are discussed at quarterly bi-laterals: Directors have, in turn ensured their direct reports also have specific diversity objectives in their appraisals.

### **Strategic Goal 6: Our Management of Diversity**

To ensure we have robust arrangements in place to manage our diversity activity, responding positively and quickly to new developments and drawing on good practice in diversity management

- An equality and diversity scheme was developed for the MOD Police as part of the MOD’s revised scheme. The Chief Constable is separately named in legislation requiring the publication of race, disability and gender equality schemes and this duty has been met by the production of an overarching scheme, covering all the strands.



- Work to impact assess existing policies has continued, whilst new policies have been equality impact assessed during their development. The MDP contributed to the development of the new MOD Equality & Diversity Impact Assessment Tool (EDIAT), particularly ensuring that the specific responsibilities placed upon the Chief Constable by equality legislation are adequately covered by the EDIAT.
- Detailed single strand action plans have been developed, in consultation with the support groups, to complement the overall MDP Diversity Action Plan.

## Race

7.3 The MDP has had membership in its own right of the RfO campaign since 2002 and has participated in the RfO benchmarking exercise each year since then. The last benchmarking exercise was completed in March 2008, when the MDP achieved the silver standard with an overall score of 73% - a good improvement from its previous benchmarking score of 68%.

7.4 The formation of a support group for ethnic minority staff, AS-ME, has enabled the MDP to begin to develop a relationship with the MOD's Ethnic Minority Steering Committee. This is a vital piece of work since the MDP needs to understand more accurately the specific needs and expectations of its ethnic minority customers. The EMSC is almost unique as an organised group representing ethnic minority people amongst the MDP's customer base and the AS-ME Chair has been invited to join the Committee.

Service delivery issues are particularly important to the MDP and ethnic monitoring of key policing functions helps the force remain confident that its services are delivered in a non-discriminatory way and are accessible. Although this monitoring is relatively new and so statistics for the complete year are not available, the incomplete figures suggest that the MDP's aims on service delivery are being met.

## Disability

7.5 The need to be more aware of issues which disabled staff face has led to the formation of a support group for disabled staff, the Disability Support Forum. Although the group was not formally launched until May 2008 the working group which was responsible for its formation was represented on the MDP's Diversity Programme Board from the middle of 2007.

The MDP has published policy guidance on the format of its paperwork, requiring all documents to be produced in a sans serif font (preferably Ariel) and in a minimum size of 12 point. This guidance is based on good practice promulgated by the British Dyslexia Association and the Royal National Institute of Blind People and was implemented to enhance the accessibility of MDP documents.

7.6 The MDP participated for the first time in the Employers' Forum on Disability benchmarking exercise, the Disability Standard. An overall score of

63% was achieved, a score which was above the average for both the police and the public sectors.

## **Gender**

7.7 The MDP has had membership in its own right of the Opportunity Now campaign since 2002 and has participated in the Opportunity Now benchmarking exercise each year since then. The last benchmarking exercise was completed in November 2006 but results were not made available until spring 2007. The MDP achieved the gold standard with an overall score of 86%, representing a good level of progress from the score of 78% achieved in the previous exercise.

7.8 The WSA has helped the MDP become more aware of the particular concerns and needs of its female staff, for example providing a female perspective on the MDP's Clothing and Equipment Committee and raising awareness of the potential impact of menopause on police officers. More generally, policy proposals are regularly copied to the WSA for comment as part of the drafting process prior to submission to the Agency Management Board.

## **Sexual Orientation**

7.9 The MDP has separate membership of the Stonewall Diversity Champions programme and was rated as one of the top 25 organisations in their Workplace Equality Index this year, achieving a score of 85%. This represented a significant improvement from the previous year's score of 55%.

7.10 A support group for LGB staff was formed in July 2007. LGB Unite has a committee which is working towards a formal launch event in August 2008 but the group has been represented since it was set up on the Diversity Programme Board and made a significant contribution to the benchmarking work done for the Stonewall WEI.

7.11 An important initiative for the MDP has been contributing to the overall effort of the MOD to eradicate homophobic harassment and bullying by providing the MOD's LGBT Forum with guidance on reporting homophobic incidents or crimes.

7.12 The drive to increase the diversity of the MDP workforce has included targeted advertising aimed at the LGB community, primarily using "Fyne Times" magazine.

## **Religion or Belief**

7.13 A Guide to Culture and Beliefs was developed by the MDP's Diversity and Equality Unit to give information on a wide range of cultures and beliefs and specific guidance to support policing activity, such as searching, visiting homes and places of worship and dealing with sudden death.

7.14 The Guide is supplemented by a monthly calendar of religious and cultural festivals, commemorations and important days which is promulgated to all staff to



help raise awareness of the events which might impact on people in the MDP or those to whom the MDP provides a service. Both the Guide and the monthly calendar have received very favourable feedback from MDP staff, particularly from those from minority faith groups who see the guidance as a recognition of the importance placed upon different cultures and beliefs by the MDP.

# Progress Against Action Plans

## Progress Against Action Plans: Overarching

**Action:** By 31 March 2007 each TLB will produce a list of the functions and policies for which they are responsible

**Progress:** Some progress has been made however there are still some of our business areas yet to produce a list of their policies.

### Information for the Annual Report of the Equality and Diversity Scheme Number of policies listed and assessed by TLB in 2007-2008

TLB	Number of policies listed	Number Part 1 assessed	How many Part 1 impact assessments with impact outstanding	How many identified	How many Part 2 impact assessed	Part 2 impact assessment outstanding	How many placed on the review program
Fleet <sup>1</sup>	-	-	-	-	-	-	-
Land	99	75	24	4	2	2	64
Air Command <sup>2</sup>	-	-	-	-	-	-	-
CJO <sup>3</sup>	-	-	-	-	-	-	-
Centre	887	454	433	24	21	3	285
DE	477	442	35	2	2	-	125
DE&S <sup>4</sup>	-	-	-	-	-	-	-
DSG <sup>5</sup>	-	1	-	-	-	-	-
DSTL	-	-	-	-	-	-	-
UKHO <sup>6</sup>	55	55	-	1	1	-	46
Met Office							

Source: TLB HR Business Partners

- 1 The number of Naval Service TLB civilian policies requiring assessment is negligible
- 2 The requirement to impact assess is being reinforced throughout the Command. We are not aware of any policies where it has been necessary to conduct a full assessment (Part 1 and Part 2) within the report period.
- 3 Due to the gapping of the Military EDO post within the TLB it is not possible to provide a list of existing policies requiring impact assessment.
- 4 The PW Project team committed considerable time in training and educating DE&S staff to understand the ethos behind the EADIAT and how to undertake assessments. Training and awareness will increase with the recruitment of the dedicated EADIAT post.
- 5 ABRO and DARA combined to form DSG. With the merger of ABRO and DARA to form DSG all policies are currently being reviewed and will be impact assessed as they are developed.
- 6 An additional 352 policies of a technical nature were identified but not assessed

**Action:** Reconvene the joint working group with representatives from the Defence Industry trade Association in order to amend our Standard Condition of Contract DEFCON 516 to ensure that we meet our duty obligations in respect of race, disability, gender, age, sexual orientation and religion or belief and, in Northern Ireland, duties under the Fair Employment legislation.

**Progress:** No further progress has been made.

## Progress Against Action Plans: Armed Forces

**Action:** To increase the number of British ethnic minority recruits in each of the three Services by at least 0.5% above the number of recruits achieved during financial year (FY) 2005-06

**Progress:** The percentage of recruits from UK ethnic minorities during 2007/08 was: Royal Navy 2.1% (against a goal of 3.5%); Army 3.6% (against a goal of 4.3%); and RAF 1.8% (against a goal of 3.6%) based on the Services' own estimates. Although the 2007/08 UK ethnic minority recruitment goals were not reached, all three Services are continuing to devote significant resources and undertake numerous and varied initiatives at local and national level to encourage more young people from UK ethnic minority communities to consider a career in the Armed Forces.

**Action:** To continue to make progress towards achieving 8% representation of total strength in the three Services as a whole by members of the ethnic minorities.

**Progress:** Ethnic minority representation, including recruits from foreign and Commonwealth countries, has risen substantially in recent years from just over 1% in 1999 and, as at 1 April 2008, provisionally stood at 6.1% (Royal Navy 3.1%, Army 8.8% and RAF 2.2%). Underachievement against ethnic minority recruitment goals continues to impact on the achievement of representational goals and it seems unlikely that the Armed Forces goal of reaching 8% ethnic minority representation will be fully achieved in the short-term.

**Action:** To implement the actions arising from the Agreement with the Equal Opportunities Commission to prevent and deal with sexual harassment in the Armed Forces.

**Progress:** Action on the majority of specific measures set out in the Agreement have been completed. Of those where work is ongoing, the Review of Equality and Diversity Training has been completed and its recommendations are being considered; the review of JSP 763 (MoD Harassment Complaints Procedure) is scheduled for late 2008; and the next Sexual Harassment Survey is due to be carried out in Oct-Dec 2008. The EOC (now the Equality and Human Rights Commission (EHRC)) announced on 3 Jul 08 that the MoD/Armed Forces had complied with the terms of the Agreement and that they were therefore ending their formal investigation.

**Action:** Although the Armed Forces are to be exempt from the provisions of the Work and families Bill, a review of the Armed Forces Occupational Maternity Scheme will be carried out.

**Progress:** A review of the Armed Forces' Occupational Maternity Scheme was carried out and a revised scheme was introduced in January 2007. A further review of the scheme will be carried out in the latter half of 2008.

**Action:** To establish a methodology for collecting baseline statistics on the number of Servicewomen who return to work after birth of a child and for how long.

**Progress:** The Defence Analytical Services Agency (DASA) has established a methodology for collecting the required information, which is expected to be available in Autumn 2008.

## Progress Against Action Plans: Civil Service

Action: To implement to Department's Diversity delivery Plan (incorporating actions under the Civil Service 10 Point Diversity Plan.
Progress: Action Complete. The Cabinet Office will now carry out an evaluation of the Civil Service 10 Point Diversity Plan.
Action: To continue with the implementation of the 3 Year Affirmative Action Plan for 2005 to 2007 produced under the Northern Ireland Fair Employment legislation.
Progress: Action Complete. A new three year Affirmative Action from January 2008 to December 2010 has now been published. An analysis of the monitoring return for 2008 is at Annex B
Action: To create a 'One Stop Shop' for reasonable adjustments for disabled staff.
Progress: After major consultation with internal stakeholders the intended format of the 'One Stop Shop' changed. It was felt that embedding this information in policy would ensure that line managers would read and understand what they were required to do to help their employees with disabilities. The title of the "One Stop Shop" has now been changed to "Disability Toolkit" and work is almost complete on the Policy Rules and Guidance (PRG) which will be available on the Defence Portal by October 2008.
Action: To ensure that we build on the extensive process improvement work already achieved by the People Programme to achieve improvement in the quality of diversity data.
Progress: DASA continues to report diversity data to meet National Statistics requirements and we are working with them to ensure that this is done in the most efficient and effective way. We have also introduced Oracle Discoverer reports to provide diversity data at more detailed organisational, regional and demographic levels, although there are issues with the quality of the data used to build the reports. We have made progress on improving the quality of the reports. An issue common to both sources of MI is the high number of individuals who choose not to declare, or simply do not record, key diversity data. A key objective of the People Programme Phase II is to improve the level of completion of records on HRMS.
Action: To work towards increasing the number of ethnic minority (EM) staff, disabled staff and women in Band B and Band D by 2009 as follows: EM in Band B from 2.2% to 4.5% and in Band D from 3% to 4.5% Disabled staff in Band B from 3.6% to 5% and in Band D from 6.4% to 6.5% Women in Band B from 18.2% to 21% and in Band D from 38.6% to 50%
Progress: See Employment Monitoring – Civil Service for details of the progress against diversity targets.
Action: Conduct a study, via a staff survey, into the barriers or perceived barriers preventing ethnic minority staff from progressing in the Department
Progress: Following on from the 2005 survey into barriers to progression into the Senior Civil Service a further survey was done in an effort to find out where people feel there are barriers to progression at other grades. The survey was sent out to all staff who had declared themselves to be of an ethnic minority and a proportion of white staff at a ratio of 1:2. 5061 questionnaires were sent out and 2291 useable responses returned. The report on the survey was received in

late March and an action plan is being formulated which takes into account the results of the survey.

## Progress Against Action Plans: Ministry of Defence Police

Action: To increase the number of ethnic minority officers in the MDP to 1.7%.
<p>Progress: <b>Current Position</b> - The percentage of ethnic minority officers in the MDP at 31 Mar 08 was 1.2%. This is actually a reduction from the percentage at 31 Mar 07. However, this reduction is due, for the most part, to staff amending their self-declared ethnicity rather than real wastage.</p> <p><b>Future Planned Actions &amp; Timescale</b>- The MDP's Minority Representation Working Group, which includes representation from the Agency Support Group for Minority Ethnic Staff (AS-ME) continues to develop and evaluate proposals to both recruit more ethnic minority staff and to ensure staff are retained and achieve progression. The Group is also looking at the issue of under-performance by ethnic minority candidates. Additionally, a positive action project was launched by the MDP's Diversity and equality Unit, with the intention of enhancing relationships with ethnic minority communities to complement formal targeted advertising.</p>
Action: To increase the percentage of female officers in the MDP to 10.2%
<p>Progress: <b>Current Position</b> - The percentage of female MDP officers at 31 Mar 08 was 10% - the same as at 31 Mar 07. The MDP has, as with ethnic minority candidates, found it difficult to attract significant numbers of applications from women, despite targeted advertising campaigns. There is some anecdotal evidence to suggest that the MDP is less attractive to women than other police forces because of the requirement for all officers to be armed.</p> <p><b>Future Planned Actions &amp; Timescale</b> - The MDP's Minority Representation Working Group includes representation from the its Women's Staff Association and is considering proposals on recruitment advertising and has sponsored some research into retention issues with the aim of recruiting more women and improving retention and progression of women.</p>
Action: Complete work to form minority support groups for disabled, gay and ethnic minority staff.
<p>Progress: <b>Current Position- Complete.</b> The Agency Support Group for Minority Ethnic Staff (AS-ME) was formally launched in Nov 07. The Disability Support Forum was launched in May 08 and membership of LGB Unite was opened to staff in November 2007, with a formal launch event scheduled for Aug 08.</p> <p><b>Future Planned Actions &amp; Timescale</b> – Service Level Agreements are being signed between the support groups and the Agency management Board identifying the levels of support to be given to the groups and outlining the organisational expectations of the groups. These include contributing to impact assessment and organising annual positive action events.</p>

Action: Continue work on the Gender Action action plan.
<p>Progress: Progress: <b>Current Position</b> – the MDP has a comprehensive Gender Action plan which draws on Gender Agenda 2 which was launched across the police service in October 2006. A number of events aimed at encouraging women to take up specialist work have been held and the MDP ran its first Springboard women’s development programme, which is intended to support efforts to retain women and encourage them to go forward for promotion, between Sep 07 and Feb 08.</p> <p><b>Future Planned Actions &amp; Timescale</b> - Further Springboard programmes have been planned for the 2008/09 and 2009/10 and will be complemented for the first time by a Navigator men’s development programme. Work will also continue on the actions in the gender action plan, as well as on the other single strand action plans the MDP has.</p>
Action: Consider introducing sexual orientation monitoring for police officers.
<p>Progress: Progress: <b>Current Position-Target discontinued.</b> The MDP had been considering the possibility of sexual orientation monitoring for police officers but this became unnecessary when the wider MOD decided to provide the opportunity for staff to declare their sexual orientation on HRMS.</p>
Action: Complete and publish a Hate Crime Policy.
<p>Progress: Progress: <b>Current Position – Complete.</b> The MDP’s Hate Crime Policy was completed and published in spring 2007. The MDP has provided copies of the policy and guidance on the reporting of hate incidents and crimes to the MOD’s LGBT Forum, for dissemination to its members</p> <p><b>Future Planned Actions &amp; Timescale</b> – The MDP is looking at how to further disseminate information on hate crime to develop greater awareness across the MOD.</p>



# Annex A: Armed Forces Employment Data

**Table A1: Workforce<sup>1</sup> Profile by Gender - April 2008**

	Numbers and Percentages <sup>2</sup>							
	Total		Naval Service		Army		RAF	
	Number	% of workforce	Number	% of workforce	Number	% of workforce	Number	% of workforce
Male	169,430 <sup>P</sup>	90.6% <sup>P</sup>	34,900 <sup>P</sup>	90.5% <sup>P</sup>	96,860 <sup>P</sup>	92.2% <sup>P</sup>	37,680 <sup>P</sup>	86.8% <sup>P</sup>
Female	17,620 <sup>P</sup>	9.4% <sup>P</sup>	3,680 <sup>P</sup>	9.5% <sup>P</sup>	8,240 <sup>P</sup>	7.8% <sup>P</sup>	5,710 <sup>P</sup>	13.2% <sup>P</sup>
<b>Total workforce</b>	<b>187,060<sup>P</sup></b>	<b>100.0%<sup>P</sup></b>	<b>38,570<sup>P</sup></b>	<b>100.0%<sup>P</sup></b>	<b>105,090<sup>P</sup></b>	<b>100.0%<sup>P</sup></b>	<b>43,390<sup>P</sup></b>	<b>100.0%<sup>P</sup></b>

Source: DASA(Quad Service)

<sup>1</sup> Figures are for UK Regular Forces and excludes Full Time Reserve Service personnel, Gurkhas and mobilised reservists. It includes trained and untrained personnel.

<sup>2</sup> Percentages are calculated from unrounded data.

Due to ongoing validation of data from the Joint Personnel Administration System, Army strength statistics from 1 April 2007, and Naval Service and RAF strength statistics from 1 May 2007 are provisional and subject to review.

Due to the rounding methods used, totals may not always equal the sum of the parts. When rounding to the nearest 10, numbers ending in 5 have been rounded to the nearest multiple of 20 to prevent systematic bias.

p denotes provisional.

**Table A2: Workforce<sup>1</sup> Profile by Ethnicity - April 2008**

	Numbers and Percentages <sup>2</sup>							
	Total		Naval Service		Army		RAF	
	number	% of workforce <sup>3</sup>	number	% of workforce <sup>3</sup>	number	% of workforce <sup>3</sup>	number	% of workforce <sup>3</sup>
Asian - Bangladeshi	45 <sup>P</sup>	0.0% <sup>P</sup>	~ <sup>P</sup>	0.0% <sup>P</sup>	35 <sup>P</sup>	0.0% <sup>P</sup>	5 <sup>P</sup>	0.0% <sup>P</sup>
Asian - Indian	300 <sup>P</sup>	0.2% <sup>P</sup>	40 <sup>P</sup>	0.1% <sup>P</sup>	195 <sup>P</sup>	0.2% <sup>P</sup>	70 <sup>P</sup>	0.2% <sup>P</sup>
Asian - Pakistani	110 <sup>P</sup>	0.1% <sup>P</sup>	15 <sup>P</sup>	0.0% <sup>P</sup>	65 <sup>P</sup>	0.1% <sup>P</sup>	30 <sup>P</sup>	0.1% <sup>P</sup>
Asian - Any other Asian background	635 <sup>P</sup>	0.4% <sup>P</sup>	25 <sup>P</sup>	0.1% <sup>P</sup>	590 <sup>P</sup>	0.6% <sup>P</sup>	20 <sup>P</sup>	0.0% <sup>P</sup>
Black - African	2,390 <sup>P</sup>	1.4% <sup>P</sup>	110 <sup>P</sup>	0.3% <sup>P</sup>	2,255 <sup>P</sup>	2.3% <sup>P</sup>	25 <sup>P</sup>	0.1% <sup>P</sup>
Black - Caribbean	2,115 <sup>P</sup>	1.2% <sup>P</sup>	355 <sup>P</sup>	1.0% <sup>P</sup>	1,600 <sup>P</sup>	1.6% <sup>P</sup>	160 <sup>P</sup>	0.4% <sup>P</sup>
Black -Any other Black background	1,765 <sup>P</sup>	1.0% <sup>P</sup>	75 <sup>P</sup>	0.2% <sup>P</sup>	1,665 <sup>P</sup>	1.7% <sup>P</sup>	25 <sup>P</sup>	0.1% <sup>P</sup>
Chinese -Any Chinese background	145 <sup>P</sup>	0.1% <sup>P</sup>	25 <sup>P</sup>	0.1% <sup>P</sup>	90 <sup>P</sup>	0.1% <sup>P</sup>	30 <sup>P</sup>	0.1% <sup>P</sup>
Mixed Ethnic - Asian & White	400 <sup>P</sup>	0.2% <sup>P</sup>	65 <sup>P</sup>	0.2% <sup>P</sup>	240 <sup>P</sup>	0.2% <sup>P</sup>	95 <sup>P</sup>	0.2% <sup>P</sup>
Mixed Ethnic - Black African & White	255 <sup>P</sup>	0.1% <sup>P</sup>	35 <sup>P</sup>	0.1% <sup>P</sup>	190 <sup>P</sup>	0.2% <sup>P</sup>	35 <sup>P</sup>	0.1% <sup>P</sup>
Mixed Ethnic - Black Caribbean & White	685 <sup>P</sup>	0.4% <sup>P</sup>	125 <sup>P</sup>	0.3% <sup>P</sup>	450 <sup>P</sup>	0.5% <sup>P</sup>	115 <sup>P</sup>	0.3% <sup>P</sup>
Mixed Ethnic - Any other mixed ethnic	815 <sup>P</sup>	0.5% <sup>P</sup>	115 <sup>P</sup>	0.3% <sup>P</sup>	570 <sup>P</sup>	0.6% <sup>P</sup>	130 <sup>P</sup>	0.3% <sup>P</sup>
Any other ethnic background	940 <sup>P</sup>	0.5% <sup>P</sup>	135 <sup>P</sup>	0.4% <sup>P</sup>	670 <sup>P</sup>	0.7% <sup>P</sup>	130 <sup>P</sup>	0.3% <sup>P</sup>
<b>Total Ethnic Minorities</b>	<b>10,600<sup>P</sup></b>	<b>6.1%<sup>P</sup></b>	<b>1,125<sup>P</sup></b>	<b>3.1%<sup>P</sup></b>	<b>8,610<sup>P</sup></b>	<b>8.8%<sup>P</sup></b>	<b>865<sup>P</sup></b>	<b>2.2%<sup>P</sup></b>
White - Any White background	164,250 <sup>P</sup>	93.9% <sup>P</sup>	35,690 <sup>P</sup>	96.9% <sup>P</sup>	89,625 <sup>P</sup>	91.2% <sup>P</sup>	38,935 <sup>P</sup>	97.8% <sup>P</sup>
<b>Total declared ethnicity</b>	<b>174,850<sup>P</sup></b>	<b>100.0%<sup>P</sup></b>	<b>36,810<sup>P</sup></b>	<b>100.0%<sup>P</sup></b>	<b>98,235<sup>P</sup></b>	<b>100.0%<sup>P</sup></b>	<b>39,805<sup>P</sup></b>	<b>100.0%<sup>P</sup></b>
Unknown <sup>4</sup>	12,210 <sup>P</sup>	7.0% <sup>P</sup>	1,760 <sup>P</sup>	4.8% <sup>P</sup>	6,860 <sup>P</sup>	7.0% <sup>P</sup>	3,590 <sup>P</sup>	9.0% <sup>P</sup>
<b>Total workforce</b>	<b>187,060<sup>P</sup></b>		<b>38,570<sup>P</sup></b>		<b>105,090<sup>P</sup></b>		<b>43,390<sup>P</sup></b>	

<sup>1</sup> Figures are for UK Regular Forces and excludes Full Time Reserve Service personnel, Gurkhas and mobilised reservists. It includes trained and untrained personnel.

<sup>2</sup> Percentages are calculated from unrounded data.

<sup>3</sup> Unless otherwise stated, percentages are calculated from total declared ethnicity.

<sup>4</sup> Unknown percentages are calculated from the total workforce and are shown for coverage purposes.

Due to ongoing validation of data from the Joint Personnel Administration System, Army strength statistics from 1 April 2007, and Naval Service and RAF strength statistics from 1 May 2007 are provisional and subject to review.

Due to the rounding methods used, totals may not always equal the sum of the parts. Ethnicity figures are rounded to 5 and may not sum to the totals shown.

p denotes provisional.

**Table A3: Strength<sup>1</sup> of Service Personnel by Gender and Paid Rank at April 2008**

	2004	2005	2006	2007	Number 2008
<b>Total</b>	<b>207,020</b>	<b>201,100</b>	<b>195,850</b>	<b>190,400</b> <sup>P</sup>	<b>187,060</b> <sup>P</sup>
<b>Total Officers</b>	<b>33,450</b>	<b>33,000</b>	<b>32,700</b>	<b>32,100</b> <sup>P</sup>	<b>31,710</b> <sup>P</sup>
Lieutenant Colonel and above	5,830	5,850	5,750	5,750 <sup>P</sup>	5,750 <sup>P</sup>
Major and below	27,620	27,160	26,950	26,350 <sup>P</sup>	25,960 <sup>P</sup>
<b>Total Other Ranks</b>	<b>173,570</b>	<b>168,090</b>	<b>163,150</b>	<b>158,290</b> <sup>P</sup>	<b>155,340</b> <sup>P</sup>
Sergeant and above	47,410	46,930	46,110	44,910 <sup>P</sup>	43,960 <sup>P</sup>
Corporal and below	126,160	121,170	117,040	113,380 <sup>P</sup>	111,380 <sup>P</sup>
<b>Male</b>	<b>188,630</b>	<b>182,940</b>	<b>177,980</b>	<b>172,760</b> <sup>P</sup>	<b>169,430</b> <sup>P</sup>
<b>Total Officers</b>	<b>29,920</b>	<b>29,410</b>	<b>29,020</b>	<b>28,380</b> <sup>P</sup>	<b>27,950</b> <sup>P</sup>
Lieutenant Colonel and above	5,640	5,630	5,520	5,510 <sup>P</sup>	5,500 <sup>P</sup>
Major and below	24,280	23,770	23,500	22,870 <sup>P</sup>	22,450 <sup>P</sup>
<b>Total Other Ranks</b>	<b>158,700</b>	<b>153,530</b>	<b>148,960</b>	<b>144,380</b> <sup>P</sup>	<b>141,480</b> <sup>P</sup>
Sergeant and above	45,140	44,550	43,570	42,300 <sup>P</sup>	41,260 <sup>P</sup>
Corporal and below	113,560	108,980	105,390	102,080 <sup>P</sup>	100,220 <sup>P</sup>
<b>Female</b>	<b>18,390</b>	<b>18,160</b>	<b>17,870</b>	<b>17,640</b> <sup>P</sup>	<b>17,620</b> <sup>P</sup>
<b>Total Officers</b>	<b>3,520</b>	<b>3,600</b>	<b>3,680</b>	<b>3,720</b> <sup>P</sup>	<b>3,760</b> <sup>P</sup>
Lieutenant Colonel and above	190	210	230	240 <sup>P</sup>	250 <sup>P</sup>
Major and below	3,330	3,380	3,460	3,480 <sup>P</sup>	3,510 <sup>P</sup>
<b>Total Other Ranks</b>	<b>14,870</b>	<b>14,560</b>	<b>14,190</b>	<b>13,920</b> <sup>P</sup>	<b>13,860</b> <sup>P</sup>
Sergeant and above	2,270	2,380	2,540	2,610 <sup>P</sup>	2,690 <sup>P</sup>
Corporal and below	12,600	12,180	11,650	11,300 <sup>P</sup>	11,160 <sup>P</sup>

*Females as a percentage of total<sup>2</sup>*

<b>All grades</b>	<b>8.9%</b>	<b>9.0%</b>	<b>9.1%</b>	<b>9.3%</b> <sup>P</sup>	<b>9.4%</b> <sup>P</sup>
<b>Total Officers</b>	<b>10.5%</b>	<b>10.9%</b>	<b>11.3%</b>	<b>11.6%</b> <sup>P</sup>	<b>11.9%</b> <sup>P</sup>
Lieutenant Colonel and above	3.2%	3.6%	3.9%	4.1% <sup>P</sup>	4.4% <sup>P</sup>
Major and below	12.1%	12.5%	12.8%	13.2% <sup>P</sup>	13.5% <sup>P</sup>
<b>Total Other Ranks</b>	<b>8.6%</b>	<b>8.7%</b>	<b>8.7%</b>	<b>8.8%</b> <sup>P</sup>	<b>8.9%</b> <sup>P</sup>
Sergeant and above	4.8%	5.1%	5.5%	5.8% <sup>P</sup>	6.1% <sup>P</sup>
Corporal and below	10.0%	10.1%	10.0%	10.0% <sup>P</sup>	10.0% <sup>P</sup>

Source: DASA(Quad Service)

<sup>1</sup> Figures are for UK Regular Forces and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists. The Royal Irish Regiment disbanded on 31 March 2008.

<sup>2</sup> Percentages are calculated from unrounded data.

Due to ongoing validation of data from the Joint Personnel Administration System, Army strength statistics from 1 April 2007, and Naval Service and RAF strength statistics from 1 May 2007 are provisional and subject to review.

Due to the rounding methods used, totals may not always equal the sum of the parts. When rounding to the nearest 10, numbers ending in 5 have been rounded to the nearest multiple of 20 to prevent systematic bias.

p denotes provisional.

**Table A4: Strength<sup>1</sup> of Royal Navy Personnel by Gender and Paid Rank at April 2008**

	Number				
	2004	2005	2006	2007	2008
<b>Total</b>	<b>40,880</b>	<b>39,940</b>	<b>39,390</b>	<b>38,860</b>	<b>38,570</b> <sup>P</sup>
<b>Total Officers</b>	<b>7,770</b>	<b>7,730</b>	<b>7,660</b>	<b>7,580</b>	<b>7,480</b> <sup>P</sup>
Commander and above	1,500	1,510	1,500	1,510	1,490 <sup>P</sup>
Lieutenant Commander and below	6,270	6,220	6,160	6,060	5,990 <sup>P</sup>
<b>Total Other Ranks</b>	<b>33,120</b>	<b>32,210</b>	<b>31,730</b>	<b>31,280</b>	<b>31,090</b> <sup>P</sup>
Petty Officer and above	11,380	11,030	10,950	10,680	10,500 <sup>P</sup>
Leading Hand and below	21,740	21,190	20,790	20,600	20,600 <sup>P</sup>

<b>Male</b>	<b>37,150</b>	<b>36,250</b>	<b>35,720</b>	<b>35,210</b>	<b>34,900</b> <sup>P</sup>
<b>Total Officers</b>	<b>7,130</b>	<b>7,070</b>	<b>6,980</b>	<b>6,900</b>	<b>6,780</b> <sup>P</sup>
Commander and above	1,480	1,480	1,470	1,480	1,460 <sup>P</sup>
Lieutenant Commander and below	5,650	5,590	5,510	5,420	5,320 <sup>P</sup>
<b>Total Other Ranks</b>	<b>30,020</b>	<b>29,180</b>	<b>28,740</b>	<b>28,310</b>	<b>28,110</b> <sup>P</sup>
Petty Officer and above	10,890	10,540	10,440	10,180	9,960 <sup>P</sup>
Leading Hand and below	19,140	18,640	18,300	18,140	18,150 <sup>P</sup>

<b>Female</b>	<b>3,730</b>	<b>3,690</b>	<b>3,670</b>	<b>3,650</b>	<b>3,680</b> <sup>P</sup>
<b>Total Officers</b>	<b>640</b>	<b>660</b>	<b>680</b>	<b>680</b>	<b>700</b> <sup>P</sup>
Commander and above	20	20	30	40	30 <sup>P</sup>
Lieutenant Commander and below	610	640	650	640	670 <sup>P</sup>
<b>Total Other Ranks</b>	<b>3,090</b>	<b>3,030</b>	<b>3,000</b>	<b>2,970</b>	<b>2,980</b> <sup>P</sup>
Petty Officer and above	490	490	510	510	530 <sup>P</sup>
Leading Hand and below	2,600	2,540	2,490	2,460	2,440 <sup>P</sup>

*Females as a percentage of total<sup>2</sup>*

<b>All grades</b>	<b>9.1%</b>	<b>9.2%</b>	<b>9.3%</b>	<b>9.4%</b>	<b>9.5%</b> <sup>P</sup>
<b>Total Officers</b>	<b>8.2%</b>	<b>8.6%</b>	<b>8.8%</b>	<b>9.0%</b>	<b>9.4%</b> <sup>P</sup>
Commander and above	1.5%	1.7%	1.9%	2.3%	2.3% <sup>P</sup>
Lieutenant Commander and below	9.8%	10.2%	10.5%	10.6%	11.1% <sup>P</sup>
<b>Total Other Ranks</b>	<b>9.3%</b>	<b>9.4%</b>	<b>9.4%</b>	<b>9.5%</b>	<b>9.6%</b> <sup>P</sup>
Petty Officer and above	4.3%	4.5%	4.6%	4.8%	5.1% <sup>P</sup>
Leading Hand and below	12.0%	12.0%	12.0%	11.9%	11.9% <sup>P</sup>

Source: DASA(Quad Service)

<sup>1</sup> Figures are for UK Regular Forces and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists. The Royal Irish Regiment disbanded on 31 March 2008.

<sup>2</sup> Percentages are calculated from unrounded data.

Due to ongoing validation of data from the Joint Personnel Administration System, Army strength statistics from 1 April 2007, and Naval Service and RAF strength statistics from 1 May 2007 are provisional and subject to review.

Due to the rounding methods used, totals may not always equal the sum of the parts. When rounding to the nearest 10, numbers ending in 5 have been rounded to the nearest multiple of 20 to prevent systematic bias.

p denotes provisional.

**Table A5: Strength<sup>1</sup> of Army Personnel by Gender and Paid Rank at April 2008**

	2004	2005	2006	2007	Number 2008
<b>Total</b>	<b>112,750</b>	<b>109,290</b>	<b>107,730</b>	<b>106,170</b> <sup>P</sup>	<b>105,090</b> <sup>P</sup>
<b>Total Officers</b>	<b>14,720</b>	<b>14,660</b>	<b>14,730</b>	<b>14,630</b> <sup>P</sup>	<b>14,560</b> <sup>P</sup>
Lieutenant Colonel and above	2,550	2,550	2,530	2,550 <sup>P</sup>	2,600 <sup>P</sup>
Major and below	12,160	12,110	12,200	12,080 <sup>P</sup>	11,960 <sup>P</sup>
<b>Total Other Ranks</b>	<b>98,030</b>	<b>94,630</b>	<b>93,000</b>	<b>91,540</b> <sup>P</sup>	<b>90,530</b> <sup>P</sup>
Sergeant and above	23,260	23,140	22,850	22,660 <sup>P</sup>	22,480 <sup>P</sup>
Corporal and below	74,770	71,490	70,150	68,870 <sup>P</sup>	68,050 <sup>P</sup>
<b>Male</b>	<b>104,330</b>	<b>101,080</b>	<b>99,550</b>	<b>97,990</b> <sup>P</sup>	<b>96,860</b> <sup>P</sup>
<b>Total Officers</b>	<b>13,190</b>	<b>13,110</b>	<b>13,140</b>	<b>13,000</b> <sup>P</sup>	<b>12,920</b> <sup>P</sup>
Lieutenant Colonel and above	2,470	2,460	2,440	2,460 <sup>P</sup>	2,500 <sup>P</sup>
Major and below	10,720	10,650	10,700	10,550 <sup>P</sup>	10,420 <sup>P</sup>
<b>Total Other Ranks</b>	<b>91,140</b>	<b>87,970</b>	<b>86,410</b>	<b>84,980</b> <sup>P</sup>	<b>83,940</b> <sup>P</sup>
Sergeant and above	22,160	21,980	21,590	21,330 <sup>P</sup>	21,090 <sup>P</sup>
Corporal and below	68,980	65,990	64,820	63,650 <sup>P</sup>	62,840 <sup>P</sup>
<b>Female</b>	<b>8,420</b>	<b>8,210</b>	<b>8,180</b>	<b>8,180</b> <sup>P</sup>	<b>8,240</b> <sup>P</sup>
<b>Total Officers</b>	<b>1,520</b>	<b>1,550</b>	<b>1,590</b>	<b>1,630</b> <sup>P</sup>	<b>1,640</b> <sup>P</sup>
Lieutenant Colonel and above	80	90	100	100 <sup>P</sup>	110 <sup>P</sup>
Major and below	1,440	1,460	1,500	1,540 <sup>P</sup>	1,530 <sup>P</sup>
<b>Total Other Ranks</b>	<b>6,890</b>	<b>6,660</b>	<b>6,590</b>	<b>6,550</b> <sup>P</sup>	<b>6,600</b> <sup>P</sup>
Sergeant and above	1,100	1,160	1,260	1,330 <sup>P</sup>	1,380 <sup>P</sup>
Corporal and below	5,790	5,500	5,340	5,220 <sup>P</sup>	5,210 <sup>P</sup>

**Females as a percentage of total<sup>2</sup>**

<b>All grades</b>	<b>7.5%</b>	<b>7.5%</b>	<b>7.6%</b>	<b>7.7%</b> <sup>P</sup>	<b>7.8%</b> <sup>P</sup>
<b>Total Officers</b>	<b>10.4%</b>	<b>10.6%</b>	<b>10.8%</b>	<b>11.1%</b> <sup>P</sup>	<b>11.3%</b> <sup>P</sup>
Lieutenant Colonel and above	3.2%	3.5%	3.8%	3.8% <sup>P</sup>	4.2% <sup>P</sup>
Major and below	11.9%	12.1%	12.3%	12.7% <sup>P</sup>	12.8% <sup>P</sup>
<b>Total Other Ranks</b>	<b>7.0%</b>	<b>7.0%</b>	<b>7.1%</b>	<b>7.2%</b> <sup>P</sup>	<b>7.3%</b> <sup>P</sup>
Sergeant and above	4.7%	5.0%	5.5%	5.9% <sup>P</sup>	6.1% <sup>P</sup>
Corporal and below	7.7%	7.7%	7.6%	7.6% <sup>P</sup>	7.7% <sup>P</sup>

Source: DASA(Quad Service)

<sup>1</sup> Figures are for UK Regular Forces and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists. The Royal Irish Regiment disbanded on 31 March 2008.

<sup>2</sup> Percentages are calculated from unrounded data.

Due to ongoing validation of data from the Joint Personnel Administration System, Army strength statistics from 1 April 2007, and Naval Service and RAF strength statistics from 1 May 2007 are provisional and subject to review.

Due to the rounding methods used, totals may not always equal the sum of the parts. When rounding to the nearest 10, numbers ending in 5 have been rounded to the nearest multiple of 20 to prevent systematic bias.

p denotes provisional.

**Table A6: Strength<sup>1</sup> of Royal Air Force Personnel by Gender and Paid Rank at April 2008**

	Number				
	2004	2005	2006	2007	2008
<b>Total</b>	<b>53,390</b>	<b>51,870</b>	<b>48,730</b>	<b>45,370</b>	<b>43,390</b> <sup>P</sup>
<b>Total Officers</b>	<b>10,960</b>	<b>10,620</b>	<b>10,310</b>	<b>9,890</b>	<b>9,670</b> <sup>P</sup>
Wing Commander and above	1,780	1,790	1,720	1,690	1,650 <sup>P</sup>
Squadron Leader and below	9,180	8,830	8,590	8,210	8,020 <sup>P</sup>
<b>Total Other Ranks</b>	<b>42,430</b>	<b>41,250</b>	<b>38,420</b>	<b>35,480</b>	<b>33,720</b> <sup>P</sup>
Sergeant and above	12,780	12,760	12,310	11,570	10,990 <sup>P</sup>
Corporal and below	29,650	28,490	26,100	23,910	22,730 <sup>P</sup>

<b>Male</b>	<b>47,150</b>	<b>45,610</b>	<b>42,710</b>	<b>39,560</b>	<b>37,680</b> <sup>P</sup>
<b>Total Officers</b>	<b>9,600</b>	<b>9,230</b>	<b>8,900</b>	<b>8,480</b>	<b>8,250</b> <sup>P</sup>
Wing Commander and above	1,690	1,690	1,620	1,580	1,550 <sup>P</sup>
Squadron Leader and below	7,910	7,540	7,280	6,900	6,700 <sup>P</sup>
<b>Total Other Ranks</b>	<b>37,540</b>	<b>36,380</b>	<b>33,810</b>	<b>31,080</b>	<b>29,430</b> <sup>P</sup>
Sergeant and above	12,100	12,030	11,540	10,790	10,210 <sup>P</sup>
Corporal and below	25,440	24,350	22,280	20,290	19,230 <sup>P</sup>

<b>Female</b>	<b>6,240</b>	<b>6,260</b>	<b>6,020</b>	<b>5,810</b>	<b>5,710</b> <sup>P</sup>
<b>Total Officers</b>	<b>1,360</b>	<b>1,390</b>	<b>1,410</b>	<b>1,410</b>	<b>1,420</b> <sup>P</sup>
Wing Commander and above	80	100	100	110	110 <sup>P</sup>
Squadron Leader and below	1,280	1,290	1,310	1,300	1,310 <sup>P</sup>
<b>Total Other Ranks</b>	<b>4,880</b>	<b>4,870</b>	<b>4,600</b>	<b>4,400</b>	<b>4,290</b> <sup>P</sup>
Sergeant and above	680	730	780	780	780 <sup>P</sup>
Corporal and below	4,210	4,140	3,820	3,620	3,510 <sup>P</sup>

*Females as a percentage of total<sup>2</sup>*

<b>All grades</b>	<b>11.7%</b>	<b>12.1%</b>	<b>12.3%</b>	<b>12.8%</b>	<b>13.2%</b> <sup>P</sup>
<b>Total Officers</b>	<b>12.4%</b>	<b>13.1%</b>	<b>13.7%</b>	<b>14.3%</b>	<b>14.7%</b> <sup>P</sup>
Wing Commander and above	4.8%	5.5%	5.9%	6.3%	6.5% <sup>P</sup>
Squadron Leader and below	13.9%	14.6%	15.3%	15.9%	16.4% <sup>P</sup>
<b>Total Other Ranks</b>	<b>11.5%</b>	<b>11.8%</b>	<b>12.0%</b>	<b>12.4%</b>	<b>12.7%</b> <sup>P</sup>
Sergeant and above	5.3%	5.7%	6.3%	6.7%	7.1% <sup>P</sup>
Corporal and below	14.2%	14.5%	14.7%	15.2%	15.4% <sup>P</sup>

Source: DASA(Quad Service)

<sup>1</sup> Figures are for UK Regular Forces and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists. The Royal Irish Regiment disbanded on 31 March 2008.

<sup>2</sup> Percentages are calculated from unrounded data.

Due to ongoing validation of data from the Joint Personnel Administration System, Army strength statistics from 1 April 2007, and Naval Service and RAF strength statistics from 1 May 2007 are provisional and subject to review.

Due to the rounding methods used, totals may not always equal the sum of the parts. When rounding to the nearest 10, numbers ending in 5 have been rounded to the nearest multiple of 20 to prevent systematic bias.

p denotes provisional.

**Table A7: Strength<sup>1</sup> of Service Personnel by Ethnicity and Paid Rank at April 2008**

	2004	2005	2006	2007	Number 2008
<b>White</b>	<b>182,060</b>	<b>177,665</b>	<b>173,710</b>	<b>167,315</b> <sup>P</sup>	<b>164,250</b> <sup>P</sup>
<b>Total Officers</b>	<b>29,890</b>	<b>29,720</b>	<b>29,615</b>	<b>28,700</b> <sup>P</sup>	<b>28,610</b> <sup>P</sup>
Lieutenant Colonel and above	5,455	5,460	5,400	5,395 <sup>P</sup>	5,405 <sup>P</sup>
Major and below	24,435	24,260	24,215	23,305 <sup>P</sup>	23,205 <sup>P</sup>
<b>Total Other Ranks</b>	<b>152,170</b>	<b>147,945</b>	<b>144,095</b>	<b>138,610</b> <sup>P</sup>	<b>135,640</b> <sup>P</sup>
Sergeant and above	43,435	43,035	42,310	40,960 <sup>P</sup>	40,235 <sup>P</sup>
Corporal and below	108,740	104,915	101,785	97,650 <sup>P</sup>	95,410 <sup>P</sup>
<b>Ethnic Minorities</b>	<b>9,320</b>	<b>9,885</b>	<b>10,180</b>	<b>10,360</b> <sup>P</sup>	<b>10,600</b> <sup>P</sup>
<b>Total Officers</b>	<b>745</b>	<b>740</b>	<b>735</b>	<b>730</b> <sup>P</sup>	<b>730</b> <sup>P</sup>
Lieutenant Colonel and above	120	120	110	115 <sup>P</sup>	100 <sup>P</sup>
Major and below	625	620	620	615 <sup>P</sup>	625 <sup>P</sup>
<b>Total Other Ranks</b>	<b>8,575</b>	<b>9,145</b>	<b>9,450</b>	<b>9,630</b> <sup>P</sup>	<b>9,870</b> <sup>P</sup>
Sergeant and above	1,080	1,070	1,005	950 <sup>P</sup>	895 <sup>P</sup>
Corporal and below	7,495	8,075	8,445	8,675 <sup>P</sup>	8,975 <sup>P</sup>
<b>Unknown</b>	<b>15,640</b>	<b>13,545</b>	<b>11,955</b>	<b>12,725</b> <sup>P</sup>	<b>12,210</b> <sup>P</sup>
<b>Total Officers</b>	<b>2,810</b>	<b>2,545</b>	<b>2,350</b>	<b>2,670</b> <sup>P</sup>	<b>2,380</b> <sup>P</sup>
Lieutenant Colonel and above	255	265	235	240 <sup>P</sup>	245 <sup>P</sup>
Major and below	2,555	2,280	2,115	2,430 <sup>P</sup>	2,135 <sup>P</sup>
<b>Total Other Ranks</b>	<b>12,830</b>	<b>11,000</b>	<b>9,605</b>	<b>10,055</b> <sup>P</sup>	<b>9,830</b> <sup>P</sup>
Sergeant and above	2,900	2,825	2,795	2,885 <sup>P</sup>	2,830 <sup>P</sup>
Corporal and below	9,930	8,175	6,810	7,170 <sup>P</sup>	7,000 <sup>P</sup>
<i>Ethnic minorities as a percentage of declared total<sup>2,3</sup></i>					
<b>All grades</b>	<b>4.9%</b>	<b>5.3%</b>	<b>5.5%</b>	<b>5.8%</b> <sup>P</sup>	<b>6.1%</b> <sup>P</sup>
<b>Total Officers</b>	<b>2.4%</b>	<b>2.4%</b>	<b>2.4%</b>	<b>2.5%</b> <sup>P</sup>	<b>2.5%</b> <sup>P</sup>
Lieutenant Colonel and above	2.2%	2.2%	2.0%	2.1% <sup>P</sup>	1.8% <sup>P</sup>
Major and below	2.5%	2.5%	2.5%	2.6% <sup>P</sup>	2.6% <sup>P</sup>
<b>Total Other Ranks</b>	<b>5.3%</b>	<b>5.8%</b>	<b>6.2%</b>	<b>6.5%</b> <sup>P</sup>	<b>6.8%</b> <sup>P</sup>
Sergeant and above	2.4%	2.4%	2.3%	2.3% <sup>P</sup>	2.2% <sup>P</sup>
Corporal and below	6.4%	7.1%	7.7%	8.2% <sup>P</sup>	8.6% <sup>P</sup>

Source: DASA(Quad Service)

<sup>1</sup> Figures are for UK Regular Forces and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists. The Royal Irish Regiment disbanded on 31 March 2008.

<sup>2</sup> Percentages are calculated from unrounded data.

<sup>3</sup> Percentages are calculated from total declared ethnicity.

Due to ongoing validation of data from the Joint Personnel Administration System, Army strength statistics from 1 April 2007, and Naval Service and RAF strength statistics from 1 May 2007 are provisional and subject to review.

Ethnicity figures are rounded to 5 and may not sum to the totals shown.

p denotes provisional.

**Table A8: Strength<sup>1</sup> of Royal Navy Personnel by Ethnicity and Paid Rank at April 2008**

	Number				
	2004	2005	2006	2007	2008
<b>White</b>	<b>37,630</b>	<b>37,465</b>	<b>37,260</b>	<b>35,485</b>	<b>35,690</b> <sup>p</sup>
<b>Total Officers</b>	<b>7,205</b>	<b>7,270</b>	<b>7,285</b>	<b>6,965</b>	<b>7,060</b> <sup>p</sup>
Commander and above	1,430	1,440	1,445	1,460	1,440 <sup>p</sup>
Lieutenant Commander and below	5,775	5,830	5,840	5,505	5,620 <sup>p</sup>
<b>Total Other Ranks</b>	<b>30,425</b>	<b>30,195</b>	<b>29,980</b>	<b>28,525</b>	<b>28,630</b> <sup>p</sup>
Petty Officer and above	10,700	10,515	10,555	10,290	10,115 <sup>p</sup>
Leading Hand and below	19,725	19,680	19,425	18,235	18,510 <sup>p</sup>
<b>Ethnic Minorities</b>	<b>920</b>	<b>960</b>	<b>995</b>	<b>985</b>	<b>1,125</b> <sup>p</sup>
<b>Total Officers</b>	<b>110</b>	<b>115</b>	<b>120</b>	<b>110</b>	<b>110</b> <sup>p</sup>
Commander and above	20	20	20	20	20 <sup>p</sup>
Lieutenant Commander and below	90	95	100	90	90 <sup>p</sup>
<b>Total Other Ranks</b>	<b>810</b>	<b>840</b>	<b>875</b>	<b>875</b>	<b>1,015</b> <sup>p</sup>
Petty Officer and above	160	150	155	150	145 <sup>p</sup>
Leading Hand and below	650	690	720	725	870 <sup>p</sup>
<b>Unknown</b>	<b>2,330</b>	<b>1,520</b>	<b>1,135</b>	<b>2,385</b>	<b>1,760</b> <sup>p</sup>
<b>Total Officers</b>	<b>450</b>	<b>345</b>	<b>255</b>	<b>505</b>	<b>310</b> <sup>p</sup>
Commander and above	50	50	35	35	30 <sup>p</sup>
Lieutenant Commander and below	400	295	225	470	280 <sup>p</sup>
<b>Total Other Ranks</b>	<b>1,880</b>	<b>1,175</b>	<b>880</b>	<b>1,880</b>	<b>1,450</b> <sup>p</sup>
Petty Officer and above	515	360	235	245	235 <sup>p</sup>
Leading Hand and below	1,365	815	640	1,635	1,215 <sup>p</sup>
<b><i>Ethnic minorities as a percentage of declared total<sup>2,3</sup></i></b>					
<b>All grades</b>	<b>2.4%</b>	<b>2.5%</b>	<b>2.6%</b>	<b>2.7%</b>	<b>3.1%</b> <sup>p</sup>
<b>Total Officers</b>	<b>1.5%</b>	<b>1.6%</b>	<b>1.6%</b>	<b>1.5%</b>	<b>1.5%</b> <sup>p</sup>
Commander and above	1.4%	1.4%	1.4%	1.4%	1.3% <sup>p</sup>
Lieutenant Commander and below	1.5%	1.6%	1.7%	1.6%	1.6% <sup>p</sup>
<b>Total Other Ranks</b>	<b>2.6%</b>	<b>2.7%</b>	<b>2.8%</b>	<b>3.0%</b>	<b>3.4%</b> <sup>p</sup>
Petty Officer and above	1.5%	1.4%	1.5%	1.4%	1.4% <sup>p</sup>
Leading Hand and below	3.2%	3.4%	3.6%	3.8%	4.5% <sup>p</sup>

Source: DASA(Quad Service)

<sup>1</sup> Figures are for UK Regular Forces and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists. The Royal Irish Regiment disbanded on 31 March 2008.

<sup>2</sup> Percentages are calculated from unrounded data.

<sup>3</sup> Percentages are calculated from total declared ethnicity.

Due to ongoing validation of data from the Joint Personnel Administration System, Army strength statistics from 1 April 2007, and Naval Service and RAF strength statistics from 1 May 2007 are provisional and subject to review.

Ethnicity figures are rounded to 5 and may not sum to the totals shown.

p denotes provisional



**Table A9: Strength<sup>1</sup> of Army by Ethnicity and Paid Rank at April 2008**

	2004	2005	2006	2007	Number 2008
<b>White</b>	<b>97,745</b>	<b>94,595</b>	<b>93,490</b>	<b>92,000</b> <sup>P</sup>	<b>89,625</b> <sup>P</sup>
<b>Total Officers</b>	<b>13,430</b>	<b>13,425</b>	<b>13,545</b>	<b>13,475</b> <sup>P</sup>	<b>13,220</b> <sup>P</sup>
Lieutenant Colonel and above	2,365	2,370	2,365	2,385 <sup>P</sup>	2,440 <sup>P</sup>
Major and below	11,065	11,055	11,180	11,090 <sup>P</sup>	10,775 <sup>P</sup>
<b>Total Other Ranks</b>	<b>84,315</b>	<b>81,170</b>	<b>79,945</b>	<b>78,525</b> <sup>P</sup>	<b>76,405</b> <sup>P</sup>
Sergeant and above	21,175	21,005	20,685	20,310 <sup>P</sup>	20,185 <sup>P</sup>
Corporal and below	63,140	60,165	59,260	58,215 <sup>P</sup>	56,220 <sup>P</sup>
<b>Ethnic Minorities</b>	<b>7,200</b>	<b>7,780</b>	<b>8,150</b>	<b>8,435</b> <sup>P</sup>	<b>8,610</b> <sup>P</sup>
<b>Total Officers</b>	<b>380</b>	<b>380</b>	<b>390</b>	<b>405</b> <sup>P</sup>	<b>410</b> <sup>P</sup>
Lieutenant Colonel and above	55	55	50	50 <sup>P</sup>	45 <sup>P</sup>
Major and below	320	325	340	355 <sup>P</sup>	370 <sup>P</sup>
<b>Total Other Ranks</b>	<b>6,820</b>	<b>7,400</b>	<b>7,760</b>	<b>8,030</b> <sup>P</sup>	<b>8,195</b> <sup>P</sup>
Sergeant and above	615	620	575	555 <sup>P</sup>	530 <sup>P</sup>
Corporal and below	6,205	6,780	7,185	7,480 <sup>P</sup>	7,665 <sup>P</sup>
<b>Unknown</b>	<b>7,805</b>	<b>6,910</b>	<b>6,090</b>	<b>5,730</b> <sup>P</sup>	<b>6,860</b> <sup>P</sup>
<b>Total Officers</b>	<b>910</b>	<b>850</b>	<b>795</b>	<b>755</b> <sup>P</sup>	<b>930</b> <sup>P</sup>
Lieutenant Colonel and above	130	125	115	115 <sup>P</sup>	120 <sup>P</sup>
Major and below	780	725	680	640 <sup>P</sup>	810 <sup>P</sup>
<b>Total Other Ranks</b>	<b>6,895</b>	<b>6,065</b>	<b>5,295</b>	<b>4,975</b> <sup>P</sup>	<b>5,930</b> <sup>P</sup>
Sergeant and above	1,465	1,515	1,590	1,680 <sup>P</sup>	1,760 <sup>P</sup>
Corporal and below	5,430	4,550	3,710	3,295 <sup>P</sup>	4,165 <sup>P</sup>
<b>Ethnic minorities as a percentage of declared total<sup>2,3</sup></b>					
<b>All grades</b>	<b>6.9%</b>	<b>7.6%</b>	<b>8.0%</b>	<b>8.4%</b> <sup>P</sup>	<b>8.8%</b> <sup>P</sup>
<b>Total Officers</b>	<b>2.7%</b>	<b>2.8%</b>	<b>2.8%</b>	<b>2.9%</b> <sup>P</sup>	<b>3.0%</b> <sup>P</sup>
Lieutenant Colonel and above	2.4%	2.3%	2.1%	2.0% <sup>P</sup>	1.8% <sup>P</sup>
Major and below	2.8%	2.9%	2.9%	3.1% <sup>P</sup>	3.3% <sup>P</sup>
<b>Total Other Ranks</b>	<b>7.5%</b>	<b>8.4%</b>	<b>8.8%</b>	<b>9.3%</b> <sup>P</sup>	<b>9.7%</b> <sup>P</sup>
Sergeant and above	2.8%	2.9%	2.7%	2.7% <sup>P</sup>	2.6% <sup>P</sup>
Corporal and below	8.9%	10.1%	10.8%	11.4% <sup>P</sup>	12.0% <sup>P</sup>

Source: DASA(Quad Service)

<sup>1</sup> Figures are for UK Regular Forces and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists. The Royal Irish Regiment disbanded on 31 March 2008.

<sup>2</sup> Percentages are calculated from unrounded data.

<sup>3</sup> Percentages are calculated from total declared ethnicity.

Due to ongoing validation of data from the Joint Personnel Administration System, Army strength statistics from 1 April 2007, and Naval Service and RAF strength statistics from 1 May 2007 are provisional and subject to review.

Ethnicity figures are rounded to 5 and may not sum to the totals shown.

p denotes provisional.

**Table A10: Strength<sup>1</sup> of Royal Air Force Personnel by Ethnicity and Paid Rank at April 2008**

	Number				
	2004	2005	2006	2007	2008
<b>White</b>	<b>46,685</b>	<b>45,605</b>	<b>42,960</b>	<b>39,825</b>	<b>38,935</b> <sup>P</sup>
<b>Total Officers</b>	<b>9,255</b>	<b>9,025</b>	<b>8,785</b>	<b>8,265</b>	<b>8,330</b> <sup>P</sup>
Wing Commander and above	1,660	1,655	1,590	1,550	1,525 <sup>P</sup>
Squadron Leader and below	7,595	7,370	7,195	6,715	6,805 <sup>P</sup>
<b>Total Other Ranks</b>	<b>37,435</b>	<b>36,580</b>	<b>34,175</b>	<b>31,560</b>	<b>30,605</b> <sup>P</sup>
Sergeant and above	11,560	11,510	11,070	10,360	9,930 <sup>P</sup>
Corporal and below	25,875	25,070	23,100	21,205	20,675 <sup>P</sup>
<b>Ethnic Minorities</b>	<b>1,200</b>	<b>1,150</b>	<b>1,040</b>	<b>935</b>	<b>865</b> <sup>P</sup>
<b>Total Officers</b>	<b>260</b>	<b>245</b>	<b>225</b>	<b>215</b>	<b>205</b> <sup>P</sup>
Wing Commander and above	45	45	40	45	40 <sup>P</sup>
Squadron Leader and below	215	195	185	170	170 <sup>P</sup>
<b>Total Other Ranks</b>	<b>945</b>	<b>905</b>	<b>815</b>	<b>720</b>	<b>660</b> <sup>P</sup>
Sergeant and above	305	295	275	250	220 <sup>P</sup>
Corporal and below	640	610	540	470	440 <sup>P</sup>
<b>Unknown</b>	<b>5,505</b>	<b>5,115</b>	<b>4,730</b>	<b>4,605</b>	<b>3,590</b> <sup>P</sup>
<b>Total Officers</b>	<b>1,455</b>	<b>1,350</b>	<b>1,305</b>	<b>1,410</b>	<b>1,135</b> <sup>P</sup>
Wing Commander and above	75	90	90	90	95 <sup>P</sup>
Squadron Leader and below	1,375	1,260	1,215	1,320	1,040 <sup>P</sup>
<b>Total Other Ranks</b>	<b>4,050</b>	<b>3,765</b>	<b>3,430</b>	<b>3,195</b>	<b>2,455</b> <sup>P</sup>
Sergeant and above	915	950	970	960	835 <sup>P</sup>
Corporal and below	3,135	2,810	2,460	2,235	1,620 <sup>P</sup>
<b>Ethnic minorities as a percentage of declared total<sup>2,3</sup></b>					
<b>All grades</b>	<b>2.5%</b>	<b>2.5%</b>	<b>2.4%</b>	<b>2.3%</b>	<b>2.2%</b> <sup>P</sup>
<b>Total Officers</b>	<b>2.7%</b>	<b>2.6%</b>	<b>2.5%</b>	<b>2.5%</b>	<b>2.4%</b> <sup>P</sup>
Wing Commander and above	2.6%	2.8%	2.6%	2.8%	2.4% <sup>P</sup>
Squadron Leader and below	2.7%	2.6%	2.5%	2.5%	2.4% <sup>P</sup>
<b>Total Other Ranks</b>	<b>2.5%</b>	<b>2.4%</b>	<b>2.3%</b>	<b>2.2%</b>	<b>2.1%</b> <sup>P</sup>
Sergeant and above	2.6%	2.5%	2.4%	2.3%	2.2% <sup>P</sup>
Corporal and below	2.4%	2.4%	2.3%	2.2%	2.1% <sup>P</sup>

Source: DASA(Quad Service)

<sup>1</sup> Figures are for UK Regular Forces and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists. The Royal Irish Regiment disbanded on 31 March 2008.

<sup>2</sup> Percentages are calculated from unrounded data.

<sup>3</sup> Percentages are calculated from total declared ethnicity.

Due to ongoing validation of data from the Joint Personnel Administration System, Army strength statistics from 1 April 2007, and Naval Service and RAF strength statistics from 1 May 2007 are provisional and subject to review.

Ethnicity figures are rounded to 5 and may not sum to the totals shown.

p denotes provisional.

**Table A11: Intake to UK Regular Forces from Civil Life by Gender during 2007/08**

				Numbers and Percentages <sup>2</sup>	
	Total	Male	Female	Male	Female
<b>All Services</b>	<b>21,330<sup>p</sup></b>	<b>19,230<sup>p</sup></b>	<b>2,090<sup>p</sup></b>	<b>90%<sup>p</sup></b>	<b>10%<sup>p</sup></b>
Officers	1,740 <sup>p</sup>	1,440 <sup>p</sup>	300 <sup>p</sup>	83% <sup>p</sup>	17% <sup>p</sup>
Other Ranks	19,590 <sup>p</sup>	17,790 <sup>p</sup>	1,800 <sup>p</sup>	91% <sup>p</sup>	9% <sup>p</sup>
<b>Naval Service</b>	<b>3,860<sup>p</sup></b>	<b>3,400<sup>p</sup></b>	<b>470<sup>p</sup></b>	<b>88%<sup>p</sup></b>	<b>12%<sup>p</sup></b>
Officers	290 <sup>p</sup>	240 <sup>p</sup>	50 <sup>p</sup>	84% <sup>p</sup>	16% <sup>p</sup>
Other Ranks	3,580 <sup>p</sup>	3,160 <sup>p</sup>	420 <sup>p</sup>	88% <sup>p</sup>	12% <sup>p</sup>
<b>Army<sup>1</sup></b>	<b>14,540<sup>p</sup></b>	<b>13,390<sup>p</sup></b>	<b>1,150<sup>p</sup></b>	<b>92%<sup>p</sup></b>	<b>8%<sup>p</sup></b>
Officers	1,060 <sup>p</sup>	890 <sup>p</sup>	170 <sup>p</sup>	84% <sup>p</sup>	16% <sup>p</sup>
Other Ranks	13,480 <sup>p</sup>	12,500 <sup>p</sup>	980 <sup>p</sup>	93% <sup>p</sup>	7% <sup>p</sup>
<b>RAF</b>	<b>2,930<sup>p</sup></b>	<b>2,450<sup>p</sup></b>	<b>480<sup>p</sup></b>	<b>84%<sup>p</sup></b>	<b>16%<sup>p</sup></b>
Officers	390 <sup>p</sup>	300 <sup>p</sup>	80 <sup>p</sup>	78% <sup>p</sup>	22% <sup>p</sup>
Other Ranks	2,540 <sup>p</sup>	2,140 <sup>p</sup>	400 <sup>p</sup>	84% <sup>p</sup>	16% <sup>p</sup>

Source: DASA(Quad Service)

<sup>1</sup> Figures are for UK Regular Forces and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists. Figures show all intake to UK Regular Forces including re-enlistments and rejoined reservists.

<sup>2</sup> Percentages are calculated from unrounded data.

Due to ongoing validation of data from the Joint Personnel Administration System, Army strength statistics from 1 April 2007, and Naval Service and RAF strength statistics from 1 May 2007 are provisional and subject to review.

Due to the rounding methods used, totals may not always equal the sum of the parts. When rounding to the nearest 10, numbers ending in 5 have been rounded to the nearest multiple of 20 to prevent systematic bias.

p denotes provisional.

**Table A12: Ethnic Minority Recruiting Targets and Achievements<sup>1</sup>**

	Percentages				
	2003/04	2004/05	2005/06	2006/07	2007/08
<b>Naval Service</b>					
Target	2.5%	3.0%	3.5%	3.5%	3.5%
Achievement	2.1%	2.3%	2.0%	2.1%	2.1%
<b>Army<sup>2</sup></b>					
Target	2.9%	3.4%	3.9%	4.1%	4.3%
Achievement	2.8%	3.7%	3.6%	3.8%	3.6%
<b>Royal Air Force</b>					
Target	2.6%	3.1%	3.6%	3.6%	3.6%
Achievement	1.8%	1.7%	1.5%	1.6%	1.8%

Source: Service recruitment and training establishments

<sup>1</sup> Table shows the percentages of those recruited into each service from an ethnic minority background as well as the target of ethnic minority recruitment for each service

<sup>2</sup> Army officer intake is measured by intake into Sandhurst

**Table A13: Outflow from Trained Strength of UK Regular Forces to Civil Life by gender during 2007/08<sup>1</sup>**

				Numbers and Percentages <sup>2</sup>	
	Total	Male	Female	Male	Female
<b>All Services</b>	<b>18,010<sup>P</sup></b>	<b>16,440<sup>P</sup></b>	<b>1,580<sup>P</sup></b>	<b>91.2%<sup>P</sup></b>	<b>8.8%<sup>P</sup></b>
<b>Officers</b>	<b>2,340<sup>P</sup></b>	<b>2,080<sup>P</sup></b>	<b>260<sup>P</sup></b>	<b>88.7%<sup>P</sup></b>	<b>11.3%<sup>P</sup></b>
PVR	..	..	..	..	..
TX	..	..	..	..	..
Other <sup>3</sup>	..	..	..	..	..
<b>Other Ranks</b>	<b>15,670<sup>P</sup></b>	<b>14,360<sup>P</sup></b>	<b>1,320<sup>P</sup></b>	<b>91.6%<sup>P</sup></b>	<b>8.4%<sup>P</sup></b>
PVR	..	..	..	..	..
TX	..	..	..	..	..
Other <sup>3</sup>	..	..	..	..	..
<b>Naval Service</b>	<b>3,120<sup>P</sup></b>	<b>2,760<sup>P</sup></b>	<b>360<sup>P</sup></b>	<b>88.7%<sup>P</sup></b>	<b>11.3%<sup>P</sup></b>
<b>Officers</b>	<b>460<sup>P</sup></b>	<b>420<sup>P</sup></b>	<b>40<sup>P</sup></b>	<b>91.7%<sup>P</sup></b>	<b>8.3%<sup>P</sup></b>
PVR	280 <sup>P</sup>	250 <sup>P</sup>	30 <sup>P</sup>	89.7% <sup>P</sup>	10.3% <sup>P</sup>
TX	140 <sup>P</sup>	140 <sup>P</sup>	10 <sup>P</sup>	94.5% <sup>P</sup>	5.5% <sup>P</sup>
Other <sup>3</sup>	30 <sup>P</sup>	30 <sup>P</sup>	- <sup>P</sup>	- <sup>P</sup>	- <sup>P</sup>
<b>Other Ranks</b>	<b>2,660<sup>P</sup></b>	<b>2,340<sup>P</sup></b>	<b>320<sup>P</sup></b>	<b>88.1%<sup>P</sup></b>	<b>11.9%<sup>P</sup></b>
PVR	1,760 <sup>P</sup>	1,530 <sup>P</sup>	230 <sup>P</sup>	87.1% <sup>P</sup>	12.9% <sup>P</sup>
TX	380 <sup>P</sup>	380 <sup>P</sup>	10 <sup>P</sup>	97.9% <sup>P</sup>	2.1% <sup>P</sup>
Other <sup>3</sup>	520 <sup>P</sup>	440 <sup>P</sup>	80 <sup>P</sup>	84.5% <sup>P</sup>	15.5% <sup>P</sup>
<b>Army<sup>4</sup></b>	<b>10,470<sup>P</sup></b>	<b>9,750<sup>P</sup></b>	<b>720<sup>P</sup></b>	<b>93.2%<sup>P</sup></b>	<b>6.8%<sup>P</sup></b>
<b>Officers</b>	<b>1,160<sup>P</sup></b>	<b>1,030<sup>P</sup></b>	<b>130<sup>P</sup></b>	<b>88.9%<sup>P</sup></b>	<b>11.1%<sup>P</sup></b>
PVR	..	..	..	..	..
TX	..	..	..	..	..
Other <sup>3</sup>	..	..	..	..	..
<b>Other Ranks</b>	<b>9,310<sup>P</sup></b>	<b>8,720<sup>P</sup></b>	<b>590<sup>P</sup></b>	<b>93.7%<sup>P</sup></b>	<b>6.3%<sup>P</sup></b>
PVR	..	..	..	..	..
TX	..	..	..	..	..
Other <sup>3</sup>	..	..	..	..	..
<b>RAF</b>	<b>4,430<sup>P</sup></b>	<b>3,930<sup>P</sup></b>	<b>510<sup>P</sup></b>	<b>88.5%<sup>P</sup></b>	<b>11.5%<sup>P</sup></b>
<b>Officers</b>	<b>720<sup>P</sup></b>	<b>630<sup>P</sup></b>	<b>100<sup>P</sup></b>	<b>86.6%<sup>P</sup></b>	<b>13.4%<sup>P</sup></b>
PVR	260 <sup>P</sup>	230 <sup>P</sup>	30 <sup>P</sup>	89.6% <sup>P</sup>	10.4% <sup>P</sup>
TX	320 <sup>P</sup>	270 <sup>P</sup>	50 <sup>P</sup>	83.2% <sup>P</sup>	16.8% <sup>P</sup>
Other <sup>3</sup>	140 <sup>P</sup>	130 <sup>P</sup>	20 <sup>P</sup>	88.8% <sup>P</sup>	11.2% <sup>P</sup>
<b>Other Ranks</b>	<b>3,710<sup>P</sup></b>	<b>3,300<sup>P</sup></b>	<b>410<sup>P</sup></b>	<b>88.9%<sup>P</sup></b>	<b>11.1%<sup>P</sup></b>
PVR	1,670 <sup>P</sup>	1,440 <sup>P</sup>	240 <sup>P</sup>	85.9% <sup>P</sup>	14.1% <sup>P</sup>
TX	900 <sup>P</sup>	850 <sup>P</sup>	50 <sup>P</sup>	94.1% <sup>P</sup>	5.9% <sup>P</sup>
Other <sup>3</sup>	1,140 <sup>P</sup>	1,010 <sup>P</sup>	120 <sup>P</sup>	89.0% <sup>P</sup>	11.0% <sup>P</sup>

Source: DASA(Quad Service)

<sup>1</sup> UK Regular Forces includes Nursing services and excludes Full Time Reserve Service personnel, Gurkhas, the Home Service battalions of the Royal Irish Regiment and mobilised reservists.

<sup>2</sup> Percentages are calculated from unrounded data.

<sup>3</sup> Other includes outflow due to redundancy, medical reasons, for misconduct, dismissals and death, amongst others.

<sup>4</sup> Due to the introduction of a new Personnel Administration System, Army reasons for exit are unavailable for 2007/08

Due to ongoing validation of data from a new personnel administration system, all statistics for 2007/08 are provisional and subject to review.

Due to the rounding methods used, totals may not always equal the sum of the parts. When rounding to the nearest 10, numbers ending in 5 have been rounded to the nearest multiple of 20 to prevent systematic bias.

p denotes provisional.

- denotes zero or rounded to zero, or a percentage based on a figure rounded to zero.

.. denotes unavailable

**Table A14: Outflow from Trained Strength of UK Regular Forces to Civil Life by ethnicity during 2007/08<sup>1</sup>**

Numbers and Percentages<sup>2</sup>

	Total	Ethnic			Ethnic		% with known ethnicity
		White	Minorities	Unknown	White <sup>5</sup>	Minorities <sup>5</sup>	
<b>All Services</b>	<b>18,010<sup>P</sup></b>	<b>15,965<sup>P</sup></b>	<b>1,070<sup>P</sup></b>	<b>980<sup>P</sup></b>	<b>93.7%<sup>P</sup></b>	<b>6.3%<sup>P</sup></b>	<b>94.6%<sup>P</sup></b>
<b>Officers</b>	<b>2,340<sup>P</sup></b>	<b>2,125<sup>P</sup></b>	<b>70<sup>P</sup></b>	<b>145<sup>P</sup></b>	<b>96.7%<sup>P</sup></b>	<b>3.3%<sup>P</sup></b>	<b>93.9%<sup>P</sup></b>
PVR	..	..	..	..	..	..	..
TX	..	..	..	..	..	..	..
Other <sup>3</sup>	..	..	..	..	..	..	..
<b>Other Ranks</b>	<b>15,670<sup>P</sup></b>	<b>13,840<sup>P</sup></b>	<b>1,000<sup>P</sup></b>	<b>835<sup>P</sup></b>	<b>93.3%<sup>P</sup></b>	<b>6.7%<sup>P</sup></b>	<b>94.7%<sup>P</sup></b>
PVR	..	..	..	..	..	..	..
TX	..	..	..	..	..	..	..
Other <sup>3</sup>	..	..	..	..	..	..	..
<b>Naval Service</b>	<b>3,120<sup>P</sup></b>	<b>2,950<sup>P</sup></b>	<b>75<sup>P</sup></b>	<b>90<sup>P</sup></b>	<b>97.6%<sup>P</sup></b>	<b>2.4%<sup>P</sup></b>	<b>97.0%<sup>P</sup></b>
<b>Officers</b>	<b>460<sup>P</sup></b>	<b>435<sup>P</sup></b>	<b>10<sup>P</sup></b>	<b>15<sup>P</sup></b>	<b>97.8%<sup>P</sup></b>	<b>2.2%<sup>P</sup></b>	<b>97.2%<sup>P</sup></b>
PVR	280 <sup>P</sup>	270 <sup>P</sup>	5 <sup>P</sup>	5 <sup>P</sup>	97.8% <sup>P</sup>	2.2% <sup>P</sup>	97.5% <sup>P</sup>
TX	140 <sup>P</sup>	135 <sup>P</sup>	- <sup>P</sup>	5 <sup>P</sup>	- <sup>P</sup>	- <sup>P</sup>	95.9% <sup>P</sup>
Other <sup>3</sup>	30 <sup>P</sup>	30 <sup>P</sup>	- <sup>P</sup>	- <sup>P</sup>	- <sup>P</sup>	- <sup>P</sup>	100.0% <sup>P</sup>
<b>Other Ranks</b>	<b>2,660<sup>P</sup></b>	<b>2,510<sup>P</sup></b>	<b>65<sup>P</sup></b>	<b>80<sup>P</sup></b>	<b>97.5%<sup>P</sup></b>	<b>2.5%<sup>P</sup></b>	<b>97.0%<sup>P</sup></b>
PVR	1,760 <sup>P</sup>	1,665 <sup>P</sup>	40 <sup>P</sup>	50 <sup>P</sup>	97.6% <sup>P</sup>	2.4% <sup>P</sup>	97.2% <sup>P</sup>
TX	380 <sup>P</sup>	375 <sup>P</sup>	5 <sup>P</sup>	- <sup>P</sup>	98.2% <sup>P</sup>	1.8% <sup>P</sup>	99.2% <sup>P</sup>
Other <sup>3</sup>	520 <sup>P</sup>	475 <sup>P</sup>	15 <sup>P</sup>	25 <sup>P</sup>	96.7% <sup>P</sup>	3.3% <sup>P</sup>	95.0% <sup>P</sup>
<b>Army<sup>4</sup></b>	<b>10,470<sup>P</sup></b>	<b>9,080<sup>P</sup></b>	<b>880<sup>P</sup></b>	<b>510<sup>P</sup></b>	<b>91.2%<sup>P</sup></b>	<b>8.8%<sup>P</sup></b>	<b>95.1%<sup>P</sup></b>
<b>Officers</b>	<b>1,160<sup>P</sup></b>	<b>1,060<sup>P</sup></b>	<b>35<sup>P</sup></b>	<b>65<sup>P</sup></b>	<b>96.7%<sup>P</sup></b>	<b>3.3%<sup>P</sup></b>	<b>94.5%<sup>P</sup></b>
PVR	..	..	..	..	..	..	..
TX	..	..	..	..	..	..	..
Other <sup>3</sup>	..	..	..	..	..	..	..
<b>Other Ranks</b>	<b>9,310<sup>P</sup></b>	<b>8,020<sup>P</sup></b>	<b>845<sup>P</sup></b>	<b>445<sup>P</sup></b>	<b>90.5%<sup>P</sup></b>	<b>9.5%<sup>P</sup></b>	<b>95.2%<sup>P</sup></b>
PVR	..	..	..	..	..	..	..
TX	..	..	..	..	..	..	..
Other <sup>3</sup>	..	..	..	..	..	..	..
<b>RAF</b>	<b>4,430<sup>P</sup></b>	<b>3,940<sup>P</sup></b>	<b>115<sup>P</sup></b>	<b>380<sup>P</sup></b>	<b>97.1%<sup>P</sup></b>	<b>2.9%<sup>P</sup></b>	<b>91.5%<sup>P</sup></b>
<b>Officers</b>	<b>720<sup>P</sup></b>	<b>630<sup>P</sup></b>	<b>25<sup>P</sup></b>	<b>65<sup>P</sup></b>	<b>96.0%<sup>P</sup></b>	<b>4.0%<sup>P</sup></b>	<b>90.9%<sup>P</sup></b>
PVR	260 <sup>P</sup>	220 <sup>P</sup>	10 <sup>P</sup>	30 <sup>P</sup>	96.1% <sup>P</sup>	3.9% <sup>P</sup>	88.8% <sup>P</sup>
TX	320 <sup>P</sup>	285 <sup>P</sup>	15 <sup>P</sup>	20 <sup>P</sup>	95.3% <sup>P</sup>	4.7% <sup>P</sup>	93.8% <sup>P</sup>
Other <sup>3</sup>	140 <sup>P</sup>	125 <sup>P</sup>	- <sup>P</sup>	15 <sup>P</sup>	- <sup>P</sup>	- <sup>P</sup>	88.1% <sup>P</sup>
<b>Other Ranks</b>	<b>3,710<sup>P</sup></b>	<b>3,305<sup>P</sup></b>	<b>90<sup>P</sup></b>	<b>310<sup>P</sup></b>	<b>97.3%<sup>P</sup></b>	<b>2.7%<sup>P</sup></b>	<b>91.6%<sup>P</sup></b>
PVR	1,670 <sup>P</sup>	1,505 <sup>P</sup>	40 <sup>P</sup>	130 <sup>P</sup>	97.5% <sup>P</sup>	2.5% <sup>P</sup>	92.2% <sup>P</sup>
TX	900 <sup>P</sup>	780 <sup>P</sup>	30 <sup>P</sup>	95 <sup>P</sup>	96.3% <sup>P</sup>	3.7% <sup>P</sup>	89.7% <sup>P</sup>
Other <sup>3</sup>	1,140 <sup>P</sup>	1,025 <sup>P</sup>	25 <sup>P</sup>	90 <sup>P</sup>	97.8% <sup>P</sup>	2.2% <sup>P</sup>	92.2% <sup>P</sup>

Source: DASA(Quad Service)

<sup>1</sup> UK Regular Forces includes Nursing services and excludes Full Time Reserve Service personnel, Gurkhas, the Home Service battalions of the Royal Irish Regiment and mobilised reservists.

<sup>2</sup> Percentages are calculated from unrounded data.

<sup>3</sup> Other includes outflow due to redundancy, medical reasons, for misconduct, dismissals and death, amongst others.

<sup>4</sup> Due to the introduction of a new Personnel Administration System, Army reasons for exit are unavailable for 2007/08

Due to ongoing validation of data from a new personnel administration system, all statistics for 2007/08 are provisional and subject to review.

Ethnicity figures are rounded to 5 and may not sum to the totals shown.

p denotes provisional.

- denotes zero or rounded to zero, or a percentage based on a figure rounded to zero... denotes unavailable

**Table A15: Outflow from Untrained Strength of UK Regular Forces to Civil Life by gender during 2007/08<sup>1</sup>**

			Numbers and Percentages <sup>2</sup>		
	Total	Male	Female	Male	Female
<b>All Services</b>	<b>6,650<sup>p</sup></b>	<b>6,060<sup>p</sup></b>	<b>590<sup>p</sup></b>	<b>91%<sup>p</sup></b>	<b>9%<sup>p</sup></b>
Officers	480 <sup>p</sup>	400 <sup>p</sup>	80 <sup>p</sup>	83% <sup>p</sup>	17% <sup>p</sup>
Other Ranks	6,170 <sup>p</sup>	5,660 <sup>p</sup>	510 <sup>p</sup>	92% <sup>p</sup>	8% <sup>p</sup>
<b>Naval Service</b>	<b>1,230<sup>p</sup></b>	<b>1,110<sup>p</sup></b>	<b>120<sup>p</sup></b>	<b>90%<sup>p</sup></b>	<b>10%<sup>p</sup></b>
Officers	120 <sup>p</sup>	110 <sup>p</sup>	10 <sup>p</sup>	91% <sup>p</sup>	9% <sup>p</sup>
Other Ranks	1,110 <sup>p</sup>	1,000 <sup>p</sup>	110 <sup>p</sup>	90% <sup>p</sup>	10% <sup>p</sup>
<b>Army</b>	<b>4,840<sup>p</sup></b>	<b>4,460<sup>p</sup></b>	<b>380<sup>p</sup></b>	<b>92%<sup>p</sup></b>	<b>8%<sup>p</sup></b>
Officers	330 <sup>p</sup>	270 <sup>p</sup>	60 <sup>p</sup>	80% <sup>p</sup>	20% <sup>p</sup>
Other Ranks	4,510 <sup>p</sup>	4,190 <sup>p</sup>	320 <sup>p</sup>	93% <sup>p</sup>	7% <sup>p</sup>
<b>RAF</b>	<b>590<sup>p</sup></b>	<b>490<sup>p</sup></b>	<b>100<sup>p</sup></b>	<b>84%<sup>p</sup></b>	<b>16%<sup>p</sup></b>
Officers	30 <sup>p</sup>	20 <sup>p</sup>	10 <sup>p</sup>	78% <sup>p</sup>	22% <sup>p</sup>
Other Ranks	560 <sup>p</sup>	470 <sup>p</sup>	90 <sup>p</sup>	84% <sup>p</sup>	16% <sup>p</sup>

Source: DASA(Quad Service)

<sup>1</sup> UK Regular Forces includes Nursing services and excludes Full Time Reserve Service personnel, Gurkhas, the Home Service battalions of the Royal Irish Regiment and mobilised reservists.

<sup>2</sup> Percentages are calculated from unrounded data.

Due to ongoing validation of data from a new personnel administration system, all statistics for 2007/08 are provisional and subject to review.

Due to the rounding methods used, totals may not always equal the sum of the parts. When rounding to the nearest 10, numbers ending in 5 have been rounded to the nearest multiple of 20 to prevent systematic bias.

p denotes provisional.

- denotes zero or rounded to zero, or a percentage based on a figure rounded to zero.



**Table A16: Outflow from Untrained Strength of UK Regular Forces to Civil Life by ethnicity during 2007/08<sup>1</sup>**

	Numbers and Percentages <sup>2</sup>				Ethnic		% with known ethnicity
	Total	White	Minorities	Unknown	White <sup>3</sup>	Minorities <sup>3</sup>	
<b>All Services</b>	<b>6,650<sup>p</sup></b>	<b>4,815<sup>p</sup></b>	<b>240<sup>p</sup></b>	<b>1,600<sup>p</sup></b>	<b>95%<sup>p</sup></b>	<b>5%<sup>p</sup></b>	<b>76%<sup>p</sup></b>
Officers	480 <sup>p</sup>	..	..	..	..	..	54% <sup>p</sup>
Other Ranks	6,170 <sup>p</sup>	4,560 <sup>p</sup>	235 <sup>p</sup>	1,375 <sup>p</sup>	95% <sup>p</sup>	5% <sup>p</sup>	78% <sup>p</sup>
<b>Naval Service</b>	<b>1,230<sup>p</sup></b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>..</b>	<b>54%<sup>p</sup></b>
Officers	120 <sup>p</sup>	85 <sup>p</sup>	~ <sup>p</sup>	30 <sup>p</sup>	- <sup>p</sup>	- <sup>p</sup>	74% <sup>p</sup>
Other Ranks	1,110 <sup>p</sup>	..	..	..	..	..	52% <sup>p</sup>
<b>Army</b>	<b>4,840<sup>p</sup></b>	<b>3,800<sup>p</sup></b>	<b>205<sup>p</sup></b>	<b>835<sup>p</sup></b>	<b>95%<sup>p</sup></b>	<b>5%<sup>p</sup></b>	<b>83%<sup>p</sup></b>
Officers	330 <sup>p</sup>	..	..	..	..	..	44% <sup>p</sup>
Other Ranks	4,510 <sup>p</sup>	3,660 <sup>p</sup>	200 <sup>p</sup>	645 <sup>p</sup>	95% <sup>p</sup>	5% <sup>p</sup>	86% <sup>p</sup>
<b>RAF</b>	<b>590<sup>p</sup></b>	<b>375<sup>p</sup></b>	<b>5<sup>p</sup></b>	<b>205<sup>p</sup></b>	<b>98%<sup>p</sup></b>	<b>2%<sup>p</sup></b>	<b>65%<sup>p</sup></b>
Officers	30 <sup>p</sup>	25 <sup>p</sup>	- <sup>p</sup>	5 <sup>p</sup>	- <sup>p</sup>	- <sup>p</sup>	81% <sup>p</sup>
Other Ranks	560 <sup>p</sup>	350 <sup>p</sup>	5 <sup>p</sup>	200 <sup>p</sup>	98% <sup>p</sup>	2% <sup>p</sup>	64% <sup>p</sup>

Source: DASA(Quad Service)

<sup>1</sup> UK Regular Forces includes Nursing services and excludes Full Time Reserve Service personnel, Gurkhas, the Home Service battalions of the Royal Irish Regiment and mobilised reservists.

<sup>2</sup> Percentages are calculated from unrounded data.

<sup>3</sup> Percentages are calculated from declared ethnicity

Due to ongoing validation of data from a new personnel administration system, all statistics for 2007/08 are provisional and subject to review.

Ethnicity figures are rounded to 5 and may not sum to the totals shown.

p denotes provisional.

- denotes zero or rounded to zero, or a percentage based on a figure rounded to zero.

.. denotes unavailable. The percentage of known ethnicity is too low to provide reliable statistics.

**Table A17: Trained Substantive promotions of UK Regular Forces by gender during 2007/08<sup>1</sup>**

				Numbers and Percentages <sup>2</sup>	
	Total	Male	Female	Male	Female
<b>All Services</b>	..	..	..	..	..
Officers	..	..	..	..	..
Other Ranks	..	..	..	..	..
<b>Naval Service</b>	<b>3,540<sup>p</sup></b>	<b>3,240<sup>p</sup></b>	<b>300<sup>p</sup></b>	<b>92%<sup>p</sup></b>	<b>8%<sup>p</sup></b>
Officers	470 <sup>p</sup>	430 <sup>p</sup>	50 <sup>p</sup>	90% <sup>p</sup>	10% <sup>p</sup>
Other Ranks	3,070 <sup>p</sup>	2,820 <sup>p</sup>	250 <sup>p</sup>	92% <sup>p</sup>	8% <sup>p</sup>
<b>Army<sup>3</sup></b>	..	..	..	..	..
Officers	..	..	..	..	..
Other Ranks	..	..	..	..	..
<b>RAF</b>	<b>5,130<sup>p</sup></b>	<b>4,500<sup>p</sup></b>	<b>630<sup>p</sup></b>	<b>88%<sup>p</sup></b>	<b>12%<sup>p</sup></b>
Officers	920 <sup>p</sup>	750 <sup>p</sup>	180 <sup>p</sup>	81% <sup>p</sup>	19% <sup>p</sup>
Other Ranks	4,200 <sup>p</sup>	3,750 <sup>p</sup>	450 <sup>p</sup>	89% <sup>p</sup>	11% <sup>p</sup>

Source: DASA (Quad Service)

<sup>1</sup> UK Regular Forces includes Nursing services and excludes Full Time Reserve Service personnel, Gurkhas, the Home Service battalions of the Royal Irish Regiment and mobilised reservists.

<sup>2</sup> Percentages are calculated from unrounded data.

<sup>3</sup> Due to the introduction of a new Personnel Administration System, Army promotions are unavailable for 2007/08

Due to ongoing validation of data from a new personnel administration system, all statistics for 2007/08 are provisional and subject to review.

Due to the rounding methods used, totals may not always equal the sum of the parts. When rounding to the nearest 10, numbers ending in 5 have been rounded to the nearest multiple of 20 to prevent systematic bias.

p denotes provisional.

.. denotes unavailable

**Table A18: Trained Substantive promotions of UK Regular Forces by ethnicity during 2007/08<sup>1</sup>**

					Numbers and Percentages <sup>2</sup>		
	Total	White	Ethnic Minorities	Unknown	White <sup>4</sup>	Ethnic Minorities <sup>4</sup>	% with known ethnicity
<b>All Services</b>	..	..	..	..	..	..	..
Officers	..	..	..	..	..	..	..
Other Ranks	..	..	..	..	..	..	..
<b>Naval Service</b>	<b>3,540<sup>p</sup></b>	<b>3,325<sup>p</sup></b>	<b>90<sup>p</sup></b>	<b>125<sup>p</sup></b>	<b>1<sup>p</sup></b>	<b>0<sup>p</sup></b>	<b>1<sup>p</sup></b>
Officers	470 <sup>p</sup>	445 <sup>p</sup>	5 <sup>p</sup>	25 <sup>p</sup>	99% <sup>p</sup>	1% <sup>p</sup>	95% <sup>p</sup>
Other Ranks	3,070 <sup>p</sup>	2880 <sup>p</sup>	85 <sup>p</sup>	100 <sup>p</sup>	97% <sup>p</sup>	3% <sup>p</sup>	97% <sup>p</sup>
<b>Army<sup>3</sup></b>	..	..	..	..	..	..	..
Officers	..	..	..	..	..	..	..
Other Ranks	..	..	..	..	..	..	..
<b>RAF</b>	<b>5,130<sup>p</sup></b>	<b>4,530<sup>p</sup></b>	<b>105<sup>p</sup></b>	<b>490<sup>p</sup></b>	<b>1<sup>p</sup></b>	<b>0<sup>p</sup></b>	<b>1<sup>p</sup></b>
Officers	920 <sup>p</sup>	805 <sup>p</sup>	25 <sup>p</sup>	90 <sup>p</sup>	97% <sup>p</sup>	3% <sup>p</sup>	90% <sup>p</sup>
Other Ranks	4,200 <sup>p</sup>	3725 <sup>p</sup>	80 <sup>p</sup>	400 <sup>p</sup>	98% <sup>p</sup>	2% <sup>p</sup>	90% <sup>p</sup>

Source: DASA (Quad Service)

<sup>1</sup> UK Regular Forces includes Nursing services and excludes Full Time Reserve Service personnel, Gurkhas, the Home Service battalions of the Royal Irish Regiment and mobilised reservists.

<sup>2</sup> Percentages are calculated from unrounded data.

<sup>3</sup> Due to the introduction of a new Personnel Administration System, Army promotions are unavailable for 2007/08

<sup>4</sup> Percentages are calculated from declared ethnicity

Ethnicity figures are rounded to 5 and may not sum to the totals shown.

Due to ongoing validation of data from a new personnel administration system, all statistics for 2007/08 are provisional and subject to review.

p denotes provisional.

.. denotes unavailable

# Annex B: Civil Service Employment Data

**Table B1: Progress against targets at 1 April 2008**

		2005	2006	2007	2008	2009
<b>Gender</b>						
Total MOD		39.0%	38.5%	38.2%	38.2%	
SCS	Target	15.0%	15.0%	15.0%	15.0%	15.0%
	Achievement	9.2%	10.1%	12.2%	14.5%	
Band B	Target	16.0%	18.0%	19.0%	21.0%	21.0%
	Achievement	18.5%	19.1%	20.6%	21.1%	
Band D	Target	40.0%	40.0%	45.0%	47.0%	50.0%
	Achievement	37.6%	38.5%	37.2%	37.2%	
<b>Ethnicity</b>						
Total MOD		2.9%	3.0%	3.1%	3.2%	
SCS	Target	3.2%	3.2%	3.2%	3.2%	3.2%
	Achievement (Known Ethnicity)	2.2%	2.5%	2.1%	~	
Band B	Target	3.0%	3.5%	4.0%	4.5%	4.5%
	Achievement (Known Ethnicity)	2.4%	2.3%	2.5%	2.6%	
Band D	Target	4.0%	4.0%	4.5%	4.5%	4.5%
	Achievement (Known Ethnicity)	2.9%	3.2%	3.2%	3.2%	
<b>Disability</b>						
Total MOD		6.0%	5.7%	5.7%	5.8%	
SCS	Target	2.0%	2.0%	2.0%	2.0%	2.0%
	Achievement (Known disability)	3.9%	3.3%	2.4%	5.2%	
Band B	Target	4.0%	4.0%	4.5%	4.5%	5.0%
	Achievement (Known disability)	3.6%	3.8%	3.3%	3.7%	
Band D	Target	6.0%	6.0%	6.5%	6.5%	6.5%
	Achievement (Known disability)	6.3%	6.1%	6.4%	6.4%	

Source: DASA(Quad Service)

1. Ethnicity and disability percentages are based on self perception and self declaration of ethnic and disabled status as recorded on HRMS
2. Data for SCS (including personnel outside the Senior Civil Service, but of equivalent grade), Band B and Band D staff are based on broader banded non industrial personnel as recorded on HRMS, excluding Trading Fund personnel.
3. Data for Total MOD staff are based on broader banded Industrial and Non Industrial personnel as recorded on HRMS, excluding Trading Fund personnel.
4. Percentage calculations are based on known declared disability and ethnicity status, and exclude data for unknown or undeclared ethnicity and disability.
5. SCS targets are set by the Cabinet Office in the 10 point plan, Band B and Band D targets are from the Equality and Diversity Scheme action plan
6. ~ Denotes a percentage based on fewer than five personnel.

**Table B2: Workforce Profile by Gender - April 2008**

headcount

	number	% of workforce
Male	49,840	63.6%
Female	28,480	36.4%
<b>Total<sup>1</sup></b>	78,320	

Source: DASA(Quad Service)

## Notes

1. Total excludes staff in Royal Fleet Auxiliary and Locally engaged civilians.
2. All figures are rounded to 10 and may not sum to the totals shown.

**Table B3: Workforce Profile by Ethnicity - April 2008**

headcount

Racial Group	number	% of declared workforce
White	63,250	96.9%
Asian	840	1.3%
Black	480	0.7%
Chinese	80	0.1%
Mixed	410	0.6%
Other Ethnic Background	210	0.3%
<b>Total declared ethnicity</b>	65,270	
Unknown - Not Surveyed, No Response to Survey <sup>1</sup>	13,040	
<b>Total<sup>2</sup></b>	78,320	

Source: DASA(Quad Service)

## Notes

1. Staff who have not declared their ethnicity on the self declaration field within HRMS
2. Total excludes staff in Royal Fleet Auxiliary and Locally engaged civilians.
3. All figures are rounded to 10 and may not sum to the totals shown.

**Table B4: Workforce Profile by Disability - April 2008**

Headcount

	number	% of declared workforce
No Disability	55,460	94.5%
Hearing Impairment	740	1.3%
Visual Impairment	280	0.5%
Speech Impairment	50	0.1%
Mobility Impairment	730	1.2%
Physical Co-ordination Difficulties	90	0.2%
Reduced Physical Capacity	800	1.4%
Severe Disfigurement	30	0.1%
Learning Difficulties	180	0.3%
Mental Illness	120	0.2%
Unknown Disability	230	0.4%
<b>Total declared disability</b>	58,710	
Unknown - Not Surveyed, No Response to Survey <sup>1</sup>	19,610	
<b>Total<sup>2</sup></b>	78,320	

Source: DASA(Quad Service)

## Notes

1. Staff who have not declared their disability status on the self declaration field within HRMS
2. Total excludes staff in Royal Fleet Auxiliary and Locally engaged civilians.
3. All figures are rounded to 10 and may not sum to the totals shown.

**Table B5: Strength of civilian personnel<sup>1</sup> by gender and grade<sup>2</sup>  
at 1 April each year**

	Headcount				
	2004	2005	2006	2007	2008
<b>Total Ministry of Defence Level 0</b>	<b>111,080</b>	<b>110,480</b>	<b>107,800</b>	<b>101,570<sup>7</sup></b>	<b>93,670</b>
Senior Civil Service and equivalent <sup>3</sup>	300	300	320	290	300
Pay Band B	2,550	2,690	2,790	2,520	2,520
Pay Band C	17,110	17,740	17,610	17,230	16,940
Pay Band D	14,700	14,700	13,760	12,430	11,220
Pay Band E	30,980	30,120	28,340	26,760	24,570
Other non industrials <sup>4</sup>	70	710	170	860	1,020
Industrial	16,040	15,260	14,810	13,600	12,320
Trading Funds	11,580	10,940	10,870	10,250	9,420
Royal Fleet Auxiliaries <sup>5</sup>	2,310	2,350	2,340	2,360	2,270
Locally Engaged Civilians <sup>5</sup>	15,430	15,660	16,790	15,280 <sup>7</sup>	13,080
<b>Female</b>	<b>33,860</b>	<b>33,790</b>	<b>32,170</b>	<b>30,320</b>	<b>28,480</b>
Senior Civil Service and equivalent <sup>3</sup>	30	30	30	40	40
Pay Band B	420	500	530	520	530
Pay Band C	4,270	4,760	4,950	4,730	4,850
Pay Band D	5,400	5,520	5,300	4,630	4,180
Pay Band E	18,300	17,630	16,130	14,880	13,500
Other non industrials <sup>4</sup>	20	210	80	630	750
Industrial	3,360	3,120	2,960	2,740	2,460
Trading Funds	2,070	2,030	2,180	2,150	2,170
<b>Male</b>	<b>59,470</b>	<b>58,680</b>	<b>56,500</b>	<b>53,610</b>	<b>49,840</b>
Senior Civil Service and equivalent <sup>3</sup>	270	280	280	250	260
Pay Band B	2,130	2,200	2,260	2,000	1,990
Pay Band C	12,840	12,990	12,660	12,500	12,100
Pay Band D	9,310	9,180	8,460	7,800	7,040
Pay Band E	12,680	12,500	12,210	11,870	11,070
Other non industrials <sup>4</sup>	50	500	90	230	270
Industrial	12,680	12,140	11,850	10,850	9,860
Trading Funds	9,510	8,910	8,680	8,100	7,250

Source: DASA(Quad Service)

1. Civilian Level 0 and Level 1 totals use the revised definition of civilian personnel, Level 0 includes all directly employed MoD staff including Royal Fleet Auxiliary, Trading Funds and Locally engaged civilians, Level 1 excludes staff in Trading Funds and Locally engaged civilians.
2. Grade equivalence is shown in terms of the broader banding structure and is based on paid grade.
3. Includes about 50 personnel outside the Senior Civil Service but of equivalent grade.
4. Includes industrial staff on temporary promotion to non- industrial grades.
5. Data by sex and grade are not available for Royal Fleet Auxiliaries and Locally Engaged Civillian personnel.
6. - Value less than or equal 5, no percentage calculated.
7. Figures have been rounded to the nearest 10.
8. r = revised.

**Table B6: Strength of civilian personnel<sup>1</sup> by ethnic origin and grade<sup>2</sup> at 1 April each year**

	Headcount				
	2004	2005	2006	2007	2008
<b>Total Ministry of Defence Level 0</b>	<b>111,080</b>	<b>110,480</b>	<b>107,800</b>	<b>101,570<sup>f</sup></b>	<b>93,670</b>
<b>White</b>	<b>66,000</b>	<b>69,150</b>	<b>70,210</b>	<b>67,450</b>	<b>63,250</b>
Senior Civil Service and equivalent <sup>3</sup>	270	260	270	240	250
Pay Band B	2,010	2,140	2,300	2,080	2,080
Pay Band C	13,090	13,750	14,180	14,020	13,790
Pay Band D	11,220	11,600	11,490	10,520	9,530
Pay Band E	22,870	23,020	23,360	22,430	20,690
Other non-industrial	40	450	110	660	770
Industrial	8,420	9,390	10,010	9,620	8,940
Trading Fund Staff	8,080	8,530	8,500	7,900	7,200
<b>Ethnic Minorities<sup>4</sup></b>	<b>1,980</b>	<b>2,010</b>	<b>2,080</b>	<b>2,060</b>	<b>2,020</b>
Senior Civil Service and equivalent <sup>3</sup>	10	10	10	~	~
Pay Band B	50	50	50	50	60
Pay Band C	310	350	380	400	410
Pay Band D	340	350	380	340	320
Pay Band E	880	840	890	880	850
Other non-industrial	~	20	10	30	30
Industrial	220	200	200	180	190
Trading Fund Staff	180	170	170	170	170
<b>Unknown<sup>5</sup></b>	<b>43,100</b>	<b>39,320</b>	<b>35,500</b>	<b>32,070<sup>f</sup></b>	<b>28,070</b>
Senior Civil Service and equivalent <sup>3</sup>	20	30	40	50	50
Pay Band B	490	500	440	400	390
Pay Band C	3,700	3,640	3,050	2,820	2,740
Pay Band D	3,140	2,750	1,900	1,570	1,380
Pay Band E	7,240	6,260	4,100	3,450	3,040
Other non-industrial	30	240	40	170	220
Industrial	7,400	5,660	4,600	3,790	3,190
Royal Fleet Auxiliary (RFA)	2,310	2,350	2,340	2,360	2,270
Locally engaged civilians and manuals	15,430	15,660	16,790	15,280 <sup>f</sup>	13,080
Trading Fund Staff	3,320	2,230	2,200	2,180	2,040
<b>Ethnic minorities as a percentage of total excluding unknown</b>					
<b>All grades</b>	<b>2.9%</b>	<b>2.8%</b>	<b>2.9%</b>	<b>3.0%</b>	<b>3.1%</b>
Senior Civil Service and equivalent <sup>4</sup>	2.2%	2.2%	2.5%	~	~
Pay Band B	2.5%	2.4%	2.3%	2.5%	2.6%
Pay Band C	2.3%	2.5%	2.6%	2.7%	2.9%
Pay Band D	2.9%	2.9%	3.2%	3.2%	3.2%
Pay Band E	3.7%	3.5%	3.7%	3.8%	3.9%
Other non-industrial	~	4.4%	6.6%	3.8%	3.5%
Industrial	2.5%	2.1%	2.0%	1.9%	2.0%
Trading Fund Staff	2.2%	2.0%	2.0%	2.1%	2.3%

Source: DASA(Quad Service)

1. Civilian Level 0 and Level 1 totals use the revised definition of civilian personnel, Level 0 includes all directly employed MoD staff including Royal Fleet Auxiliary, Trading Funds and Locally engaged civilians, Level 1 excludes staff in Trading Funds and Locally engaged civilians.
2. Grade equivalence is shown in terms of the broader banding structure and is based on paid grade.
3. The Senior Civil Service was formed in 1996. The totals include about 50 personnel outside the Senior Civil Service but of equivalent grade.
4. Ethnic origin data are collected by voluntary surveys or self declaration and are thus based on self-perception.
5. Those for whom there is no computerised record of their ethnic origin, including those who refused to reply to the relevant survey.
6. ~ Value less than or equal 5, no percentage calculated.
7. Figures have been rounded to the nearest 10.
8. r = revised



**Table B7: Strength of civilian personnel<sup>1</sup> by disability status and grade<sup>2</sup> at 1 April each year**

	Headcount				
	2004	2005	2006	2007	2008
<b>Total Ministry of Defence Level 0</b>	<b>111,080</b>	<b>110,480</b>	<b>107,800</b>	<b>101,570<sup>f</sup></b>	<b>93,670</b>
<b>Disabled</b>	<b>3,690</b>	<b>3,560</b>	<b>3,390</b>	<b>3,320</b>	<b>3,250</b>
Senior Civil Service and equivalent <sup>3</sup>	10	10	10	10	10
Pay Band B	50	60	70	60	70
Pay Band C	690	670	650	680	720
Pay Band D	610	620	600	580	550
Pay Band E	1,140	1,110	1,090	1,120	1,140
Other non-industrial <sup>4</sup>	~	10	~	10	10
Industrial	790	710	670	590	520
Trading Fund Staff	400	350	310	280	220
<b>Not Disabled</b>	<b>53,780</b>	<b>59,160</b>	<b>58,780</b>	<b>57,460</b>	<b>55,460</b>
Senior Civil Service and equivalent <sup>3</sup>	230	250	270	250	260
Pay Band B	1,510	1,720	1,880	1,800	1,880
Pay Band C	10,010	11,310	12,000	12,270	12,420
Pay Band D	8,260	9,220	9,190	8,580	8,070
Pay Band E	17,120	18,480	18,580	18,190	17,200
Other non-industrial <sup>4</sup>	50	530	120	610	790
Industrial	7,950	8,980	9,360	8,850	8,430
Trading Fund Staff	8,650	8,670	7,380	6,930	6,400
<b>Undeclared<sup>5</sup></b>	<b>53,610</b>	<b>47,760</b>	<b>45,620</b>	<b>40,790<sup>f</sup></b>	<b>34,630</b>
Senior Civil Service and equivalent <sup>3</sup>	50	50	40	30	30
Pay Band B	980	900	840	670	570
Pay Band C	6,420	5,760	4,960	4,280	3,790
Pay Band D	5,830	4,860	3,980	3,270	2,600
Pay Band E	12,720	10,540	8,670	7,450	6,230
Other non-industrial <sup>4</sup>	20	170	50	240	220
Industrial	7,300	5,570	4,770	4,160	3,370
Royal Fleet Auxiliary (RFA)	2,310	2,350	2,340	2,360	2,270
Locally engaged civilians and manuals	15,430	15,660	16,790	15,280 <sup>f</sup>	13,080
Trading Fund Staff	2,530	1,910	3,180	3,050	2,800
<b>Disabled staff as a percentage of total excluding unknown</b>					
<b>All grades</b>	<b>6.4%</b>	<b>5.7%</b>	<b>5.5%</b>	<b>5.5%</b>	<b>5.5%</b>
Senior Civil Service and equivalent <sup>3</sup>	3.7%	3.9%	3.3%	2.4%	5.2%
Pay Band B	3.3%	3.6%	3.8%	3.3%	3.7%
Pay Band C	6.4%	5.6%	5.1%	5.2%	5.5%
Pay Band D	6.9%	6.3%	6.1%	6.4%	6.4%
Pay Band E	6.3%	5.7%	5.5%	5.8%	6.2%
Other non-industrial <sup>4</sup>	~	2.6%	~	1.8%	1.5%
Industrial	9.0%	7.4%	6.7%	6.2%	5.8%
Trading Fund Staff	4.4%	3.9%	4.0%	3.8%	3.2%

Source: DASA(Quad Service)

1. Civilian Level 0 and Level 1 totals use the revised definition of civilian personnel, Level 0 includes all directly employed MoD staff including Royal Fleet Auxiliary, Trading Funds and Locally engaged civilians, Level 1 excludes staff in Trading Funds and Locally engaged civilians.
2. Grade equivalence is shown in terms of the broader banding structure and is based on paid grade.
3. Includes about 50 personnel outside the Senior Civil Service but of equivalent grade.
4. Includes industrial staff on temporary promotion to non- industrial grades.
5. Those for whom there is no computerised record of their ethnic origin, including those who refused to reply to the relevant survey.
6. ~ Value less than or equal 5, no percentage calculated.
7. Figures have been rounded to the nearest 10.
8. r = revised

**Table B8: Intake of Civilian staff to the MoD 2006/08**

Headcount:

MoD - total	2006/07		2007/08	
	Intake	Percentage of Intake	Intake	Percentage of Intake
<b>Total</b>	<b>5 595</b>		<b>5,370</b>	
<b>Gender</b>				
Male	3 325	59.5%	3,240	60.4%
Female	2 270	40.5%	2,130	39.6%
<b>Age</b>				
16 - 19	595	10.6%	510	9.6%
20 - 24	1 100	19.7%	1,070	19.9%
25 - 29	610	10.9%	660	12.3%
30 - 34	475	8.5%	450	8.4%
35 - 39	565	10.1%	520	9.8%
40 - 44	680	12.2%	650	12.0%
45 - 49	515	9.2%	570	10.6%
50 - 54	455	8.2%	440	8.2%
55 - 59	345	6.2%	300	5.6%
60+	225	4.0%	180	3.3%
Not known	30	0.5%	20	0.4%
<b>Ethnicity</b>				
White	3 340	59.7%	2,940	54.7%
EM	195	3.5%	170	3.1%
Not known	2 060	36.8%	2,260	42.2%
Asian	80	1.4%	80	1.5%
Black	40	0.8%	40	0.7%
Chinese	5	0.1%	10	0.1%
Mixed	50	0.9%	30	0.6%
Other ethnic background	20	0.3%	10	0.2%
<b>Disability</b>				
No Disability	5 155	92.1%	4,670	87.1%
Disability	35	0.6%	40	0.7%
Not known	405	7.3%	660	12.2%

Source: DASA(Quad Service)

1. Figures on intake have been rounded to the nearest 10 in 2007/08. Figures on intake were rounded to the nearest 5 in 2006/07. Due to the rounding methods used, totals may not always equal the sum of the parts.

**Table B9: External recruitment to SCS 2007-08**

MoD Total	No of Applications <sup>1</sup>	No of candidates sifted in (Long list)	No of candidates sifted in (Short list)	No of candidates interviewed	No of candidates successful at interview	Number of candidates appointed
Total	650	620	120	60	20	20
Male	590	560	100	50	10	10
Female	60	60	10	10	~	~

1. This figure includes prospective search candidates (as made by recruitment consultants) in addition to individual applications.

2. All figures are rounded to 10.

3. ~ Value less than or equal to 5.

**Table B10: Progress through the External Recruitment Process by Gender 2007-08**

Gender	Applied	Appointed	Appointed as % of Applied
All	9,330	1,390	15%
Male	3,980	540	14%
Female	4,200	570	14%
Unknown	1,150	280	24%

1. Headcount only

2. Figures have been rounded to the nearest 10.

**Table B11: Progress through the External Recruitment Process by Ethnicity 2007-08**

Ethnicity	Applied	Appointed	Appointed as % of Applied
All	9,330	1,390	15%
EM	510	50	11%
White	7,280	920	13%
Not known / Choose not to declare	1,540	420	27%

1. Headcount only

2. Figures have been rounded to the nearest 10.

**Table B12: Progress through the External Recruitment Process by Disability 2007-08**

Disability	Applied	Appointed	Appointed as % of Applied
All	9,330	1,390	15%
Disabled	70	10	13%
No Disability	740	160	21%
Not known / Choose not to declare	8,510	1,230	14%

1. Headcount only
2. Figures have been rounded to the nearest 10.

**Table B13: Progress through the External Recruitment Process by Age Range 2007-08**

Age Range	Applied	Appointed	Appointed as % of Applied
All	9,330	1,390	15%
16-19	690	120	18%
20-24	1,500	210	14%
25-29	1,060	110	11%
30-34	790	100	12%
35-39	950	120	12%
40-44	1,140	150	13%
45-49	880	120	14%
50-54	670	110	17%
55-59	440	80	17%
60+	140	30	20%
Not Known	1,070	250	23%

1. Headcount only
2. Figures have been rounded to the nearest 10.

**Table B14: Number courses attended, and number and percentage of staff attending DB Learning courses 2007/08**

MoD - total	Number of courses completed	Number of attendees	Percentage of Strength <sup>1</sup>	Average MoD strength <sup>1</sup>
<b>Total</b>	<b>26,010</b>	<b>16,230</b>	<b>19.8%</b>	<b>81,820</b>
<b>Gender</b>				
Male	13,840	9,090	17.4%	52,310
Female	12,170	7,140	24.2%	29,510
<b>Age</b>				
16-19	140	80	16.5%	500
20-24	1,400	730	25.5%	2,850
25-29	2,250	1,240	22.9%	5,430
30-34	1,910	1,080	18.1%	5,960
35-39	2,960	1,750	18.4%	9,520
40-44	4,260	2,560	19.9%	12,870
45-49	4,520	2,820	20.2%	13,950
50-54	3,670	2,410	19.4%	12,420
55-59	3,270	2,290	19.8%	11,570
60+	1,610	1,280	18.9%	6,730
Not known	10	~	~	20
<b>Racial Group</b>				
<b>ASIAN - Bangladeshi</b>	20	~	~	50
<b>ASIAN - Indian</b>	200	110	26.1%	440
<b>ASIAN - Pakistani</b>	60	30	30.2%	100
<b>ASIAN - Any other Asian background</b>	100	60	22.5%	250
<b>BLACK - African</b>	80	40	31.9%	130
<b>BLACK - Caribbean</b>	100	60	20.7%	300
<b>BLACK - Any other Black background</b>	10	~	~	50
<b>CHINESE - Any Chinese background</b>	60	30	30.1%	90
<b>MIXED ETHNIC - Asian &amp; White</b>	40	30	21.5%	120
<b>MIXED ETHNIC - Black African &amp; White</b>	10	~	~	30
<b>MIXED ETHNIC - Any other Mixed Ethnic background</b>	120	70	26.5%	260
<b>ANY OTHER ETHNIC BACKGROUND</b>	70	40	18.7%	220
<b>ETHNIC MINORITY</b>	890	490	24.1%	2,030
<b>WHITE - Any White background</b>	22,300	13,880	21.1%	65,740
<b>NOT KNOWN</b>	2,820	1,860	13.3%	14,050
<b>Disability</b>				
Hearing Impairment	250	160	20.4%	780
Visual Impairment	120	80	26.6%	280
Speech Impairment	20	10	24.8%	60
Mobility Impairment	300	170	22.9%	760
Physical Coordination Difficulty	30	20	15.2%	110
Reduced Physical Capacity	310	200	22.8%	860
Severe Disfigurement	~	~	~	40
Learning Difficulties	100	50	27.7%	180
Mental Illness	60	40	30.7%	110
Unknown Disability	140	80	50.5%	160
<b>Disability</b>	<b>1,320</b>	<b>810</b>	<b>24.1%</b>	<b>3,350</b>
<b>No Disability</b>	<b>19,740</b>	<b>12,120</b>	<b>21.3%</b>	<b>57,000</b>
<b>Not Known</b>	<b>4,950</b>	<b>3,300</b>	<b>15.4%</b>	<b>21,460</b>

Source: DB Learning

1. MoD strength is based on 13 month average strength for financial year 2007/2008 excluding Royal Fleet Auxiliary staff and Locally engaged civilians.
2. Initial staff number data provided for analysis of attendance on DBL courses comprised of approximately 32,480 records. After excluding military staff and running this data against HRMS there remained a useable dataset of 26,010 records. After deleting duplicate staff numbers (i.e. those who attended more than one course) there were 16,230 records for analysis.
3. ~ Attendance of 5 or less, no percentage has been calculated.
4. Figures for number completed, number attended, and average MoD strength have been rounded to the nearest 10.

**Table B15: Number of courses attended, and number and percentage of staff attending DB Diversity Training1 2007/08**

<b>MoD - total</b>	<b>Number of courses completed</b>	<b>Number of attendees</b>	<b>Percentage of Strength<sup>2</sup></b>	<b>Average MoD strength<sup>2</sup></b>
<b>Total - MoD staff - including trading funds</b>				
Non industrial	8,160	7,060	10.6%	66,450
Industrial - Skill zone staff	880	840	5.5%	15,370
<b>Total - MoD staff - excluding trading funds</b>				
Non industrial	8,140	7,040	12.0%	58,480
Industrial - Skill zone staff	870	830	6.4%	13,060
<b>Land Command</b>				
Non industrial	1,350	1,180	9.0%	13,100
Industrial - Skill zone staff	380	360	6.9%	5,230
<b>Central</b>				
Non industrial	2,270	1,980	11.6%	17,070
Industrial - Skill zone staff	50	50	8.2%	610
<b>Science Innovation &amp; Technology</b>				
Non industrial	70	60	18.2%	330
Industrial - Skill zone staff	-	-	-	-
<b>CJO</b>				
Non industrial	30	20	6.9%	290
Industrial - Skill zone staff	-	-	-	-
<b>Defence Estates</b>				
Non industrial	230	200	7.4%	2,710
Industrial - Skill zone staff	-	-	-	160
<b>Air Command</b>				
Non industrial	810	680	11.5%	5,920
Industrial - Skill zone staff	210	200	6.5%	3,060
<b>Fleet</b>				
Non industrial	240	210	9.5%	2,220
Industrial - Skill zone staff	60	50	8.2%	610
<b>Defence Equipment + Support</b>				
Non industrial	3,120	2,690	16.1%	16,730
Industrial - Skill zone staff	170	170	5.1%	3,350
<b>Unallocated</b>				
Non industrial	20	20	15.4%	130
Industrial - Skill zone staff	-	-	-	30

Source: DB Learning

1. Includes staff attending one of the following DB Learning courses: Equality and Diversity for Leaders and Managers, Equality and Diversity for Team Members, or the E Learning course "Clued up". It excludes people who attended Defence Academy courses.
2. MoD strength is based on 13 month average strength for financial year 2007/2008 excluding Royal Fleet Auxiliary staff and Locally engaged civilians.
3. Initial staff number data provided for analysis of attendance of Diversity courses, comprised of approximately 11,150 records. 9,040 personnel were left once military staff numbers were excluded.
4. - value of 5 or less, no percentage calculated.
5. Figures for number completed, number attended, and average MoD strength have been rounded to the nearest 10.
6. - Denotes zero

**Table B16: Exits of Civilian Staff from the MoD 2006/08**

Headcount:

MoD - total	2006/07		2007/08			Average MoD Strength <sup>1</sup>
	Outflow	Percentage of Outflow	Outflow	Percentage of Outflow	Percentage of MoD Strength <sup>1</sup>	
<b>Total</b>	<b>10 185</b>		<b>10,900</b>		<b>13.3%</b>	<b>81,820</b>
<b>Gender</b>						
Male	6 125	60.1%	6,970	63.9%	13.3%	52,310
Female	4 060	39.9%	3,930	36.1%	13.3%	29,510
<b>Age</b>						
16 - 19	380	3.8%	320	2.9%	64.1%	500
20 - 24	1 040	10.2%	910	8.3%	31.9%	2,850
25 - 29	810	7.9%	830	7.6%	15.3%	5,430
30 - 34	750	7.3%	720	6.6%	12.0%	5,960
35 - 39	860	8.5%	940	8.7%	9.9%	9,520
40 - 44	1 020	10.0%	1,120	10.3%	8.7%	12,870
45 - 49	935	9.2%	1,230	11.3%	8.8%	13,950
50 - 54	955	9.4%	1,230	11.3%	9.9%	12,420
55 - 59	1 230	12.1%	1,390	12.8%	12.0%	11,570
60+	2 195	21.5%	2,210	20.2%	32.8%	6,730
Not known	10	0.1%	10	0.1%	-	20
<b>Ethnicity</b>						
White	7 610	74.7%	8,140	74.7%	12.4%	65,740
EM	255	2.5%	240	2.2%	11.7%	2,030
Not known	2 320	22.8%	2,520	23.1%	18.0%	14,050
Asian	85	0.9%	90	0.9%	11.2%	830
Black	70	0.7%	70	0.7%	15.0%	480
Chinese	10	0.1%	10	0.1%	-	90
Mixed	50	0.5%	40	0.4%	9.7%	410
Other ethnic background	35	0.4%	20	0.2%	10.1%	220
<b>Disability</b>						
No Disability	7 300	71.7%	7,340	67.4%	12.9%	57,000
Disability	435	4.3%	530	4.9%	15.9%	3,350
Not known	2 455	24.1%	3,020	27.7%	14.1%	21,460

Source: DASA(Quad Service)

1. MoD strength is based on 13 month average strength for financial year 2007/2008 excluding Royal Fleet Auxiliary staff and Locally engaged civilians.
2. Figures on outflows and average MoD Strength have been rounded to the nearest 10 in 2007/08. Figures on outflows in 2006/07 were rounded to the nearest 5. Due to the rounding methods used, totals may not always equal the sum of the parts.
3. - Average MoD strength less than 100, no percentage calculated.

# Band B Assessment Centre

Figure B1: Band B Assessment Centre – Pass Rates by Gender

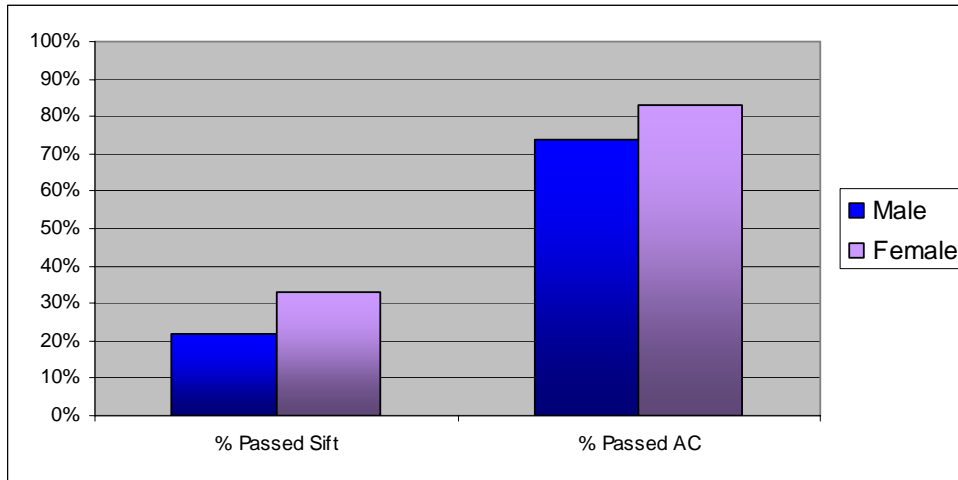
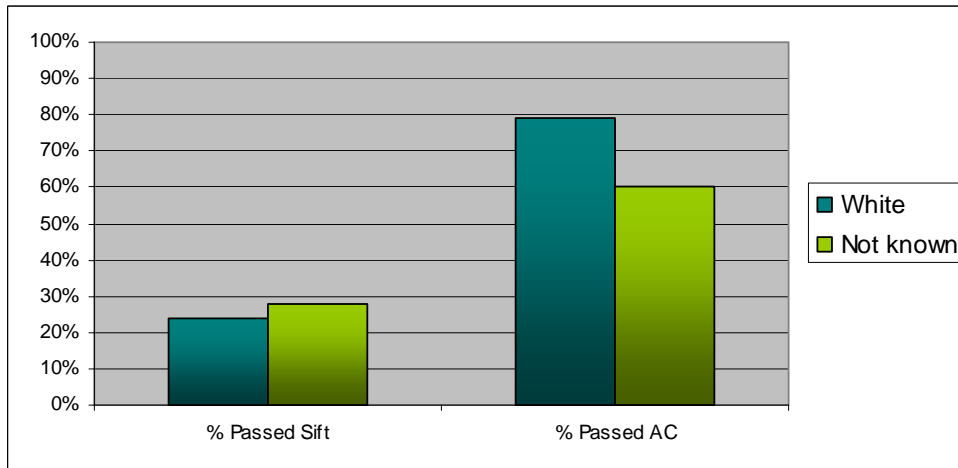
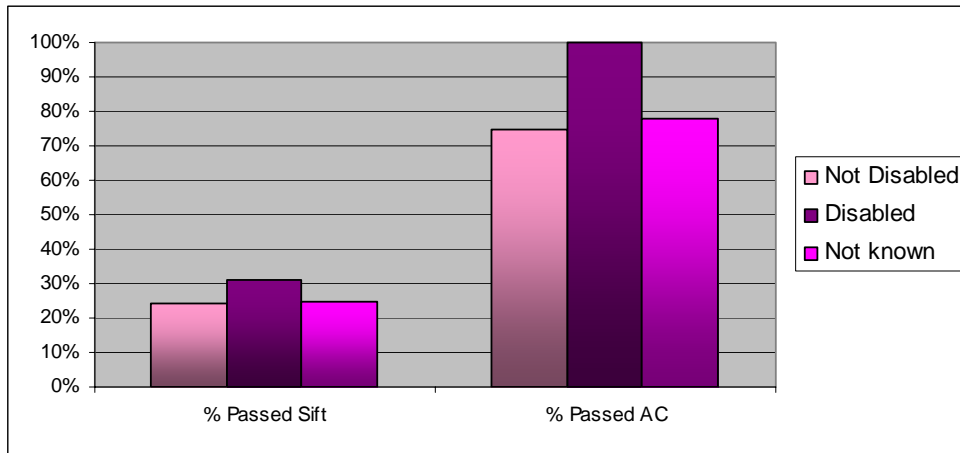


Figure B2: Band B Assessment Centre – Pass Rates by Ethnicity





**Figure B3: Band B Assessment Centre – Pass Rates by Disability**



## Band D Assessment Centre

Figure B4: Success rates through the Band D Assessment Centre - Gender

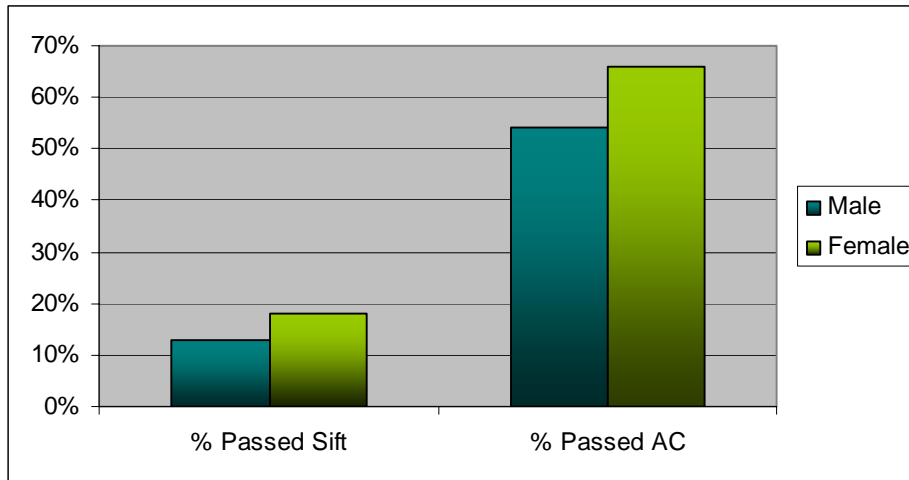
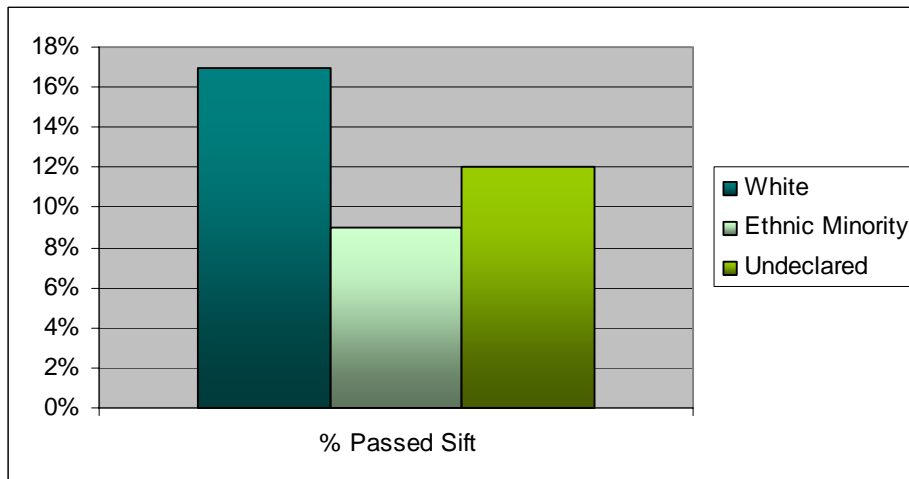
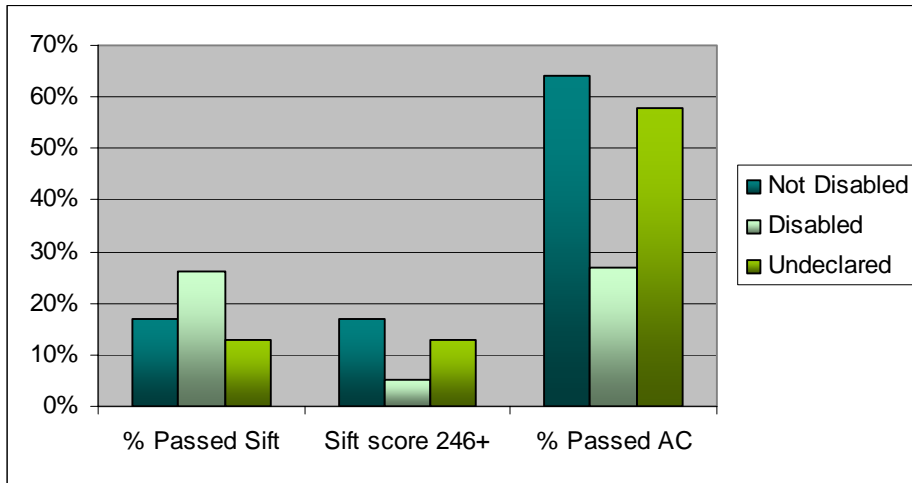


Figure B5: Success rates through the Band D Assessment Centre - Ethnicity1



**Figure B6: Success rates through the Band D Assessment Centre – Disability**



# Annex C: Ministry of Defence Police Employment Data

## Recruitment 2007/08

### Race

Table C1

	Applications Received	Passed paper sift	Passed SEARCH™	Appointed
White	670	170	110	100
EM	140	10	~	0
Not known	150	30	20	0
Total	960	220	140	110

Note: fewer than five ethnic minority applicants were appointed. Disclosure of the appointed applicants whose ethnicity is not known would disclose the actual figure and so both cells have been left blank.

### Disability

Table C2

	Applications Received	Passed paper sift	Passed SEARCH™	Appointed
No disability				
Disability				
Total	960	220	140	110

Note: fewer than five officers who had declared a disability applied for posts. To avoid disclosure the detail of this table has been left blank.

### Gender

Table C3

	Applications Received	Passed paper sift	Passed SEARCH™	Appointed
Male	800	180	120	90
Female	160	30	20	20
Total	960	220	140	110

**Promotion 2007/08**

**Stage 1 Applications**

**Race**

Table C4

	Constable to Sergeant		Sergeant to Inspector		Inspector to Chief Inspector	
	Applied	Passed	Applied	Passed	Applied	Passed
White						
EM						
Total	200	80	80	40	60	20

Note: fewer than five ethnic minority officers applied for promotion in any of the ranks. Disclosure of the numbers of white officers who applied would disclose the actual figure and so this table has been left blank.

**Disability**

Table C5

	Constable to Sergeant		Sergeant to Inspector		Inspector to Chief Inspector	
	Applied	Passed	Applied	Passed	Applied	Passed
No disability						
Disability						
Total	200	80	80	40	60	20

Note: fewer than five officers who had declared a disability applied for promotion in any of the ranks. Disclosure of the numbers of non-disabled officers who applied would disclose the actual figure and so this table has been left blank.

**Gender**

Table C6

	Constable to Sergeant		Sergeant to Inspector		Inspector to Chief Inspector	
	Applied	Passed	Applied	Passed	Applied	Passed
Male	180	70	70	30	50	20
Female	20	10	10	~	~	~
Total	200	80	80	40	60	20

## Promotion 2007/08

### Stage 2 Applications

#### Race

Table C7

	Constable to Sergeant		Sergeant to Inspector		Inspector to Chief Inspector	
	Applied	Passed	Applied	Passed	Applied	Passed
White						
EM						
Total	140	40	60	20	20	10

Note: fewer than five ethnic minority officers applied for promotion in any of the ranks. Disclosure of the numbers of white officers who applied would disclose the actual figure and so this table has been left blank.

#### Disability

Table C8

	Constable to Sergeant		Sergeant to Inspector		Inspector to Chief Inspector	
	Applied	Passed	Applied	Passed	Applied	Passed
No disability						
Disability						
Total	140	40	60	20	20	10

Note: fewer than five officers who had declared a disability applied for promotion in any of the ranks. Disclosure of the numbers of non-disabled officers who applied would disclose the actual figure and so this table has been left blank.

#### Gender

Table C9

	Constable to Sergeant		Sergeant to Inspector		Inspector to Chief Inspector	
	Applied	Passed	Applied	Passed	Applied	Passed
Male	130	30	60	10	20	10
Female	20	10	10	~	~	~
Total	140	40	60	20	20	10

## Exit 2007/08

### Race

Table C10

	Resignation	Age, ill health and other retirement	Dismissal	Death in service
White				
EM				
Total	100	60	~	10

Note: fewer than five ethnic minority officers left the MDP for any reason in 2007/08. Disclosure of the numbers of white officers who left the MDP would disclose the actual figure and so this table has been left blank.

### Disability

Table C11

	Resignation	Age, ill health and other retirement	Dismissal	Death in service
No disability				
Disability				
Total	100	60	~	10

Note: fewer than five officers who had declared a disability left the MDP for any reason in 2007/08. Disclosure of the numbers of officers who had either declared that they did not have a disability or not made any declaration and who left the MDP would disclose the actual figure of disabled officers and so this table has been left blank.

### Gender

Table C12

	Resignation	Age, ill health and other retirement	Dismissal	Death in service
Male	80	60	~	~
Female	20	~	0	~
Total	100	60	~	10

# **Annex D: Analysis Of The Community Background (Northern Ireland) Monitoring Return For 2008**

## **Introduction**

1. The Ministry of Defence (MOD) is required under the Fair Employment and Treatment (Northern Ireland) 1998 Order to monitor its workforce in Northern Ireland and provide a return each year to the Equality Commission for Northern Ireland containing prescribed information about its employees. In addition, as a public authority, the MOD is also required to monitor the composition of those applying to fill vacancies for employment, the number of appointees, the number of promotees and the number of leavers.
2. The Government has undertaken to maintain a presence of no more than 5000 troops in Northern Ireland, and the MOD announced the end of Operation Banner under which the Armed Forces provided continuous support to the Police and civil authorities. Under a new operation, Op Helvetic, the Armed Forces will have the capability to deploy in situations of extreme public disorder and will provide limited support to the civil authorities in specialist areas, for example with helicopters. The approach in Northern Ireland will be brought more closely in line with the approach elsewhere in the UK. These changes have had a significant impact on recruitment, redundancies and overall numbers.
3. The aim of this monitoring exercise is to identify, through examination of workforce composition, whether members of each community are enjoying and are likely to continue to enjoy, fair participation in employment with the MOD in Northern Ireland.

## **Scope**

4. This return covers the civilian staff employed by the MOD in Northern Ireland.

## **Composition Of The Workforce**

5. On 1 January 2008 the MOD employed (all figures are rounded) 2480 civilian staff in Northern Ireland a reduction of 660 on 1 January 2007 strength of 3130. Table D1 compares the overall composition of the MOD civilian workforce in Northern Ireland at 1 January 2007 and 1 January 2008.



**Table D1: All Staff by Community Background and Gender**

	1 January 2007		1 January 2008	
<b>TOTAL</b>	<b>3130</b>		<b>2480</b>	
MP	1380	43.9%	1100	44.6%
MRC	240	7.5%	200	7.9%
MXNI	320	10.2%	260	10.7%
MND	10	0.4%	10	0.4%
FP	880	28.0%	660	26.6%
FRC	170	5.4%	130	5.4%
FXNI	130	4.2%	100	4.1%
FND	10	0.4%	10	0.3%

Figures are rounded to 10 and may not sum to the totals shown.

Key:

MP = Male Protestant

MRC = Male Roman Catholic

MXNI = Male who does not have a Northern Ireland community background

MND = Male whose community background has not been determined.

FP = Female Protestant

FRC = Female Roman Catholic

FXNI = Female who does not have a Northern Ireland community background

FND = Female whose community background has not been determined.

6. Table D2 shows that the number of both Protestants and Roman Catholics has decreased since 1 January 2007 however, the proportion of Roman Catholics in the workforce has increased slightly since that date. The number of employees in the MOD's workforce in Northern Ireland will continue to decrease as a result of security normalisation.

**Table D2: Community Background Excluding XNI and ND staff**

	1 January 2007		1 January 2008	
<b>TOTAL</b>	<b>2660</b>		<b>2090</b>	
Protestant	2250	84.8%	1760	84.3%
Roman Catholic	400	15.2%	330	15.7%

Figures are rounded to 10 and may not sum to the totals shown.

## Inflows And Outflows

### Inflows

7. Applicants who apply for more than one vacancy during the monitoring period are included only once on the monitoring return, on the basis of the first vacancy they apply for. Table D3 shows that the numbers applying to join the MOD in Northern Ireland have increased slightly since 1 January 2007. Table C also shows that the proportion of applicants from the Protestant community increased slightly from 53.4% of all applicants on 1 January 2007 to 57.6% of all applicants on 1 January 2008. The proportion of applicants from the Roman Catholic community decreased from 14.4 % of all applicants on 1 January 2007 to 12.9% of all applicants on 1 January 2008. The proportion of non-determined applicants decreased to 29.5% over the same period.

**Table D3: Applicants in 2007 and 2008**

Applicants	Year ending 1 January 2007		Year ending 1 January 2008	
<b>TOTAL</b>	<b>240</b>		<b>520</b>	
MP	100	40.3%	240	45.7%
MRC	20	9.7%	40	7.9%
MND	50	19.5%	110	20.7%
FP	30	13.1%	60	11.9%
FRC	10	4.7%	30	5.0%
FND	30	12.7%	50	8.8%

Figures are rounded to 10 and may not sum to the totals shown.

8. Table D4 summarises appointments made up to 1 January 2007 and up to 1 January 2008. The proportion of Protestant appointees increased from 34.8% of all appointees on 1 January 2007 to 56.2% on 1 January 2008. No Roman Catholics were appointed from an external scheme during the period. The proportion of non-determined appointees decreased. The number of staff appointed this year remains very low as a result normalisation measures previously mentioned. The number appointed from 2 January 2007 to 1 January 2008 is too small to allow reliable analysis.

**Table D4: Appointments in 2007 and 2008**

Applicants	Year ending 1 January 2007		Year ending 1 January 2008	
<b>TOTAL</b>	<b>20</b>		<b>30</b>	
MP	10	30.4%	20	53.1%
MRC	~	~	0	0.0%
MND	10	30.4%	10	25.0%
FP	~	~	~	~
FRC	0	0.0%	0	0.0%
FND	10	30.4%	10	18.8%

Figures are rounded to 10 and may not sum to the totals shown.

9. Table D5 shows that non-defined and those educated outside Northern Ireland were more likely to be appointed than Protestants. No Roman Catholics were appointed from an external scheme in the year up 1 January 2008. The number appointed this year is too small for reliable analysis. For the first time in six years, males were more likely to be appointed than females. This selection does not indicate adverse impact using the 80% rule.

**Table D5: Applicants and Appointees 2008 Return**

	Applicants	Appointments	Appointments as a % of applicants
<b>TOTAL</b>	<b>1040</b>	<b>60</b>	
P	300	20	6.0%
RC	70	0	0.0%
ND/XNI	150	10	9.1%
M	390	20	6.5%
F	130	10	5.2%

Figures are rounded to 10 and may not sum to the totals shown.

10. In December 2007 we undertook a review to find out why Roman Catholic applicants had not been appointed. The review found of the 70 Roman Catholic applicants 20 were unsuccessful, fewer than 5 withdrew their applications, and fewer than 5 people were appointed to a post. The remainder of applications are still being processed and no final decision has yet been taken as to whether or not they will be offered a job. The Roman Catholic application/appointee rate will be kept under review

## Outflows

11. There is a discrepancy of 2 between the 2007 and 2008 figures. The leavers figure shows all those leaving the Department during the monitoring period whereas the appointees figure shows only those appointees who at 1 January 2008 were also employees.

12. Table D6 shows 690 staff left the MOD in Northern Ireland in the last 12 months. Of these 510 were made redundant. A higher proportion of Protestants left compared to Roman Catholics and non-determined staff.

**Table D6: Staff Leaving the MOD in Northern Ireland in 2008**

	Year ending 1 January 2008	
<b>TOTAL</b>	<b>690</b>	
MP	290	42.5%
MRC	40	5.9%
MND	70	9.7%
FP	220	31.6%
FRC	40	5.1%
FND	40	5.2%

Figures are rounded to 10 and may not sum to the totals shown.

## Promotions

13. The measures outlined in paragraph 2 of this report have reduced the number of staff obtaining promotion. The statistics are too small to allow reliable analysis.