

# Ministry of Defence



# TSP7 - UK Reserve Forces and Cadets 1 April 2014

#### Statistical release

Published 29 May 2014

Issued by:

Defence Statistics (Tri Service), Ministry of Defence, Main Building, Floor 3 Zone K, Whitehall, London, SW1A 2HB.

The Responsible Statistician for this publication is the Tri Service Head of Branch.

Tel: 020 7807 8896

Email: DefStrat-Stat-Tri-Hd@mod.uk

The Background Quality Report for this publication can be found on the Defence Statistics website or <a href="here">here</a>.

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The UK Reserve Forces and Cadets is an annual publication which contains figures on the number of personnel (or **strength**) in the UK Reserve Forces and the four Cadet Forces sponsored by the MOD.

It complements the UK Armed Forces Quarterly Personnel Report by providing more detail on the Volunteer Reserve forces, along with information on Sponsored Reservists and those who have left the Regular Armed Forces but retain a commitment to train (known as the Regular Reserve), plus Cadets and their instructors.

#### **Key Points**

- This publication focuses on strengths at 1 April 2014 and is intended to provide more detail on the reserve and cadet forces.
   Further information on the reserves is available in the <u>Quarterly</u> <u>Personnel Report</u>.
- Under the Future Reserve 2020 (FR20) programme context, the strength of the trained FR20 Volunteer Reserve population was 22,480 at 1 April 2014. This represents an increase of 430 personnel since 1 April 2013 and an increase of 280 personnel since the 1 April 2012 programme baseline.
- The percentage of female personnel in the FR20 Volunteer Reserve population at 1 April 2014 was 13.6 per cent.
- The percentage of Black and Minority Ethnic personnel in the FR20 Volunteer Reserve population at 1 April 2014 was 5.0 per cent.
- The total Trained and Untrained Volunteer Reserve strength, including elements which do not form part of FR20, has declined by 1,510 over the past year, continuing a long-term downward trend.
   Total Volunteer Reserve strength was 28,860 at 1 April 2014.
- The strength of the Cadet Forces has fallen slightly in the last year, with 131,200 Cadets and 28,600 instructors at 1 April 2014.

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#### Release notes and definitions

Following a major review last year, the TSP7 was reconfigured prior to the 2013 publication. Since this reconfiguration work, no further changes have occurred and the 2014 publication remains consistent with the changes previously made. For a full and detailed explanation of last years changes, please see the "Release notes and definitions" and the "Changes to TSP7" sections on page 2 of the April 2013 publication: TSP7 UK Reserve Forces and Cadets April 2013

#### Army Reserve (formerly known as Territorial Army)

In line with changes set out in Reserves in the Future Force 2020, the MOD has rebranded the Territorial Army as the Army Reserve to "reflect the significant changes in its role and its integration into the Whole Force", with effect from January 2014.

#### Potential changes to TSP7 for 2015

Defence Statistics is continuing to review its presentation of reserve forces statistics. For 2015, we are investigating the potential of adding more information on the Volunteer Reserves. We are also investigating the potential to add details on numbers joining and leaving the reserves, to add to those published in the <a href="Quarterly Personnel Report">Quarterly Personnel Report</a> and to bring the amount of information made publically available on reserve personnel more in line with what is published for Regular personnel (in the Annual Personnel Report and Tri-Service Statistics Personnel Bulletin).

If you are interested in this information, or have any views on the potential content of this publication, please get in touch by emailing:

DefStrat-Stat-Tri-Enquiries@mod.uk

#### **Data Sources**

#### **Volunteer Reserves**

Armed Forces statistics prior to March 2006 are compiled from personnel records held by the Service Personnel and Veterans Agency (SPVA, formerly the Armed Forces Personnel Administration Agency). In March 2006 the transfer of all Service personnel records to the Joint Personnel Administration (JPA) system began. Statistics are compiled from JPA for the Royal Auxiliary Air Force from April 2006 and for the Army from April 2007. Naval Service Volunteer Reserve data from 1 April 2008 – 1 April 2012 were sourced directly from the Naval Service's standalone database and as the data quality is unknown, figures are considered estimates. Following the migration of the information on to JPA during 2012, all Naval Service reserves data are sourced from JPA.

#### **Regular Reserves**

The Naval Service and RAF provide counts of Regular Reserve personnel by applying processing rules to JPA data on personnel exiting the UK Regular Armed Forces, in order to ascertain whether they have a liability to train and therefore be part of the Regular Reserve; this will be dependent on their rank/trade, time served, and reason for leaving. This method is not applied in the Army, and statistics on Army Regular Reserves are currently produced as single Service estimates by Defence Manning (Army).

TSP7 previously attempted to break down the regular reserve population by gender. However, due to changes in processing, this information is no longer available. Historic information is included within previous editions of TSP7.

#### **Cadets**

Data on cadets are derived from two main sources: the 'Westminster' and 'Bader' management information systems. Westminster provides data for the Sea Cadets, the Army Cadet Force and the Combined Cadet Force (excluding CCF (RAF) adults); Bader is used for data on the Air Training Corps and adults in the CCF (RAF).

#### Data Issues - Strengths/Weaknesses (Data Quality)

- 1. All tables presented in this publication meet the high standards of quality and integrity demanded by the Code of Practice for Official Statistics.
- 2. Regular reserves are not an active force which is paid or trained regularly by MOD, but personnel retain a liability to train and be utilised when necessary. This means that only basic aggregate information is available, and that it may not be up-to-date in all cases as personnel are not centrally monitored.

3. A Background Quality Report has been published in conjunction with this report. It provides greater detail on data quality: UK Reserve Forces and Cadets: background quality report

#### **National Statistics**

The United Kingdom Statistics Authority has designated these statistics as National Statistics, in accordance with the Statistics and Registration Service Act 2007 and signifying compliance with the Code of Practice for Official Statistics.

Designation can be broadly interpreted to mean that the statistics:

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

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

#### **Feedback**

Defence Statistics welcomes feedback on our statistical products. If you have any comments or questions about this publication or about the statistics produced by Defence Statistics in general, you can contact us as follows:

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Tel. 0207 780 8896

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Visit our website at www.gov.uk/government/organisations/ministry-of-defence/about/statistics

#### **Symbols and Conventions**

#### **Symbols**

- || discontinuity in time series
- \* not applicable
- . not available
- p provisional
- pe provisional estimate
- r revised
- rp revised but still provisional
- rpe revised, but still a provisional estimate
- e estimate
- zero or rounded to zero

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

#### Rounding

Figures are rounded to the nearest 10. When rounding to the nearest 10, numbers ending in "5" are rounded to the nearest multiple of 20 to prevent systematic bias.

Where rounding has been used, totals and sub-totals have been rounded separately and so may not equal the sums of their rounded parts.

#### Volunteer Reserve Personnel

#### Volunteer Reserves - background

Volunteer Reserves are essentially civilians who accept an annual training commitment and a liability to call-out for permanent service (which is time-limited, depending on the type of call-out order<sup>1</sup>.) They typically attend training on a part-time basis throughout the year, including an Annual Camp which runs for around two weeks. They are paid at the same rates as regular personnel and if they complete a specified amount of training per year they then become eligible for an annual Bounty payment.

These personnel can be utilised in various ways as defined in the Reserve Forces Act 1996: they can sign a contract to undertake a full-time role for a set period of time (Full-Time Reserve Service or **FTRS**), or a part-time or intermittent additional role (Additional Duties Commitment or **ADC**), or an increased liability for call-out when they have skills which may be needed at short notice (High Readiness Reserve or **HRR**). They can be called-out into permanent service (**Mobilised**) under certain conditions, for example to be deployed on operations.

In addition the structure of the Volunteer Reserve in the Army is broken down into Groups A, B and C. Group A Volunteer Reserve personnel can be 'called out' into permanent service. Group B personnel, whilst necessary for the operation of the reserve and regular forces, have terms and conditions of employment which do not allow them to be 'called out' into permanent service. Group C personnel are primarily Sponsored Reservists and are counted separately (see Page 8 for more details on Sponsored Reserves).

#### **Volunteer Reserves strengths**

At 1 April 2014, there were **28,860** Volunteer Reserve personnel across the three Services, including all those serving on the various commitment types outlined above. This represents a decrease of around **1,510** on April 2013, which continues a long-term trend in declining Volunteer Reserve numbers. The decline in strength is in the Army only; strengths in the Naval Service and RAF Volunteer Reserves have increased in the same period. More detailed information on the Volunteer Reserve forces can be found in the Quarterly Personnel Report.

More detail on Volunteer Reserves strengths over time can be found in Tables 1 – 4.

#### Future Reserve 2020 (FR20) Programme context

The 2010 Strategic Defence and Security Review (SDSR)<sup>2</sup> identified the future Armed Forces that the UK will need over the next ten years and beyond. It identified that the Reserve Forces should be an integral part of this Future Force; providing additional capacity as well as certain specialists whom it would not be practical or cost effective to maintain in the regular forces.

The 2011 Independent Commission to Review the UK's Reserve Forces reported against this context<sup>3</sup>. They recommended that the Maritime Reserves should increase to 3,100 trained personnel, the Territorial Army (Group A) (since renamed the Army Reserve) should increase to 30,000 trained personnel, and the Royal Auxiliary Air Force (RAuxAF) should increase to 1,800. These became the FR20 programme's key targets.

The baseline date for the programme, or the date from which it began to measure its progress, is April 2012. In **April 2012** there were an estimated **1,830 trained** personnel in the Maritime Reserve, **19,410** in the Army Reserve (Group A) and **970** in the RAuxAF.

Between April 2012 and April 2014 trained strengths have increased in both the Maritime Reserve and RAuxAF, but decreased slightly in the Army Reserve (Group A). Following the launch of the FR20 Programme, each Service has initiated recruitment campaigns in order to increase the untrained strength in the future, as new people join and begin their training.

<sup>&</sup>lt;sup>1</sup> See Reserve Forces Act 1996, Part VI: <a href="http://www.legislation.gov.uk/ukpga/1996/14/part/VI">http://www.legislation.gov.uk/ukpga/1996/14/part/VI</a>

<sup>&</sup>lt;sup>2</sup> Securing Britain in an Age of Uncertainty: The Strategic Defence and Security Review – October 2010. Published by The Stationery Office ISBN: 9780101794824

<sup>&</sup>lt;sup>3</sup> Future Reserves 2020 – The Independent Commission to Review the United Kingdom's Reserves – July 2011. Published by the Stationary Office ISBN: 9780108510892

#### **TABLE A Volunteer Reserve (Future Reserves 2020)**

	2012 1 Apr	2013 1 Apr	2013 1 Jul	2013 1 Oct	2014 1 Jan	2014 1 Apr
ALL SERVICES	29 380 <sup>pe</sup>	28 670 <sup>p</sup>	28 090 <sup>p</sup>	27 520 <sup>p</sup>	27 120 <sup>p</sup>	27 270 <sup>p</sup>
Trained Untrained	22 210 <sup>pe</sup> 7 180 <sup>pe</sup>	22 050 <sup>pe</sup> 6 630 <sup>pe</sup>	21 900 <sup>pe</sup> 6 180 <sup>pe</sup>	21 870 <sup>pe</sup> 5 650 <sup>pe</sup>	22 010 <sup>p</sup> 5 110 <sup>p</sup>	22 480 <sup>p</sup> 4 780 <sup>p</sup>
MARITIME RESERVE 1	2 570 <sup>e</sup>	2 620 <sup>p</sup>	2 630 <sup>p</sup>	2 600 <sup>p</sup>	2 640 <sup>p</sup>	2 850 <sup>p</sup>
Trained Untrained	1 830 <sup>e</sup> 740 <sup>e</sup>	1 770 <sup>p</sup> 850 <sup>p</sup>	1 780 <sup>p</sup> 850 <sup>p</sup>	1 790 <sup>p</sup> 810 <sup>p</sup>	1 820 <sup>p</sup> 820 <sup>p</sup>	1 860 <sup>p</sup> 990 <sup>p</sup>
ARMY RESERVE (Group A) 2	25 460 <sup>p</sup>	24 690 <sup>p</sup>	24 110 <sup>p</sup>	23 530 <sup>p</sup>	23 060 <sup>p</sup>	22 910 <sup>p</sup>
Trained Untrained	19 410 <sup>p</sup> 6 050 <sup>p</sup>	19 230 <sup>p</sup> 5 460 <sup>p</sup>	19 120 <sup>p</sup> 4 990 <sup>p</sup>	19 090 <sup>p</sup> 4 440 <sup>p</sup>	19 150 <sup>p</sup> 3 920 <sup>p</sup>	19 400 <sup>p</sup> 3 510 <sup>p</sup>
ROYAL AUXILIARY AIR FORCE 3	1 360 <sup>p</sup>	1 370 <sup>p</sup>	1 340 <sup>p</sup>	1 390 <sup>p</sup>	1 410 <sup>p</sup>	1 510 <sup>p</sup>
Trained Untrained	970 <sup>e</sup> 390 <sup>e</sup>	1 050 <sup>pe</sup> 320 <sup>pe</sup>	1 000 <sup>pe</sup> 340 <sup>pe</sup>	990 <sup>pe</sup> 400 <sup>pe</sup>	1 040 <sup>p</sup> 360 <sup>p</sup>	1 220 <sup>p</sup> 280 <sup>p</sup>

Source: Defence Statistics (Tri-Service)

#### **Notes**

#### **Provisional Figures**

All figures for the FR20 Volunteer Reserve population are provisional whilst Defence Statistics carries out further data validation exercises.

#### Army Reserve data quality

Data relating to the trained status of the Army Reserve (Group A) have been improved for April 2014. A data quality investigation identified approximately 130 Army Reserve (Group A) personnel whose training status was incorrectly recorded. A corrections exercise has resulted in these personnel, who were previously recorded as untrained, now being correctly reported within the trained strength for April 2014. A full data revision exercise will be carried out in due course to correct the trained status of the Army Reserve (Group A) back to April 2012. Until this time figures prior to April 2014 may underestimate the Army Reserve (Group A) trained strength. The extent of the underestimate for each quarter will not be known until the revisions are complete, but it is likely to be between 0 and 130. The untrained strengths are therefore believed to be overestimated by a similar amount.

#### Royal Auxiliary Air Force data quality

In late 2013, data relating to the trained status of Royal Auxiliary Air Force (RAuxAF) personnel were found to be incorrect. A key field from the Joint Personnel Administration system used in the reporting of trained status was found to hold inaccurate information. A corrections exercise has resulted in more accurate figures for April 2014, however figures for April, July and October 2013 and January 2014 are believed to underestimate the RAuxAF trained strength by up to 70 personnel. The untrained strengths are therefore overestimated by a similar amount.

<sup>1.</sup> Maritime Reserve comprises the Royal Naval Reserve and the Royal Marine Reserve, including mobilised reservists, High Readiness Reserve (HRR) and those serving on Full Time Reserve Service (FTRS) and Additional Duties Commitment (ADC) contracts. Prior to October 2013, Maritime Reserve figures include approx 10 Royal Fleet Reserve (RFR) personnel serving on ADC contracts, as it was not possible to distinguish them from the Volunteer Reserve ADC personnel.

<sup>2.</sup> Army Reserve (Group A) includes mobilised reservists, HRR, those serving on ADCs, plus support and training staff for the University Officer Training Corps (UOTC). It excludes FTRS, Non Regular Permanent Staff (NRPS), and Expeditionary Forces Institute (EFI). Due to the nature of ADC contracts, it is possible for personnel to be both ADC and HRR simultaneously.

<sup>3.</sup> Royal Auxiliary Air Force (RAuxAF) figures include mobilised reservists and HRR, and exclude personnel on FTRS and ADC contracts. Prior to April 2013, training status data from the Joint Personnel Administration (JPA) system were not available, therefore figures are drawn from the RAF's F214 management information system.

#### Diversity in the Volunteer Reserve FR20 population

In order to bring the range of available information on Volunteer Reserves more into line with that which is available for UK Regular personnel (as presented in the <u>Annual Personnel Report</u> and <u>Tri-Service Statistics Personnel Bulletin</u>), **Tables 5 – 7** present breakdowns by sex, ethnic background and age.

**Table 5** shows that, at 1 April 2014, **13.6 per cent** of the FR20 population were female. **Table 6** shows that **5.0 per cent** of the FR20 population were from Black and Minority Ethnic backgrounds. **Table 7** and its associated graphs provide the age profiles for each Service.

#### Future Reserves 2020 Programme - planned growth

From the April 2012 baseline, the Maritime Reserve trained strength needs to grow by 70%, the Army Reserve (Group A) needs to grow by 55% and the RAuxAF by 86% although the Services are each aiming to achieve this growth prior to 2020, and to subsequently maintain those levels.

Information on the measures the MOD is taking in order to achieve these targets is in the FR20 White Paper "Reserves in the Future Force 2020: Valuable and Valued" published in July 2013, available <a href="https://example.com/here.">here.</a>

On 19 December 2013 the Secretary of State for Defence announced the planned growth of the trained strength of the FR20 Volunteer Reserve, over the next five years. This announcement included annual trained strength targets along with enlistment targets to support the planned growth. Progress towards these targets will be reported within the UK Armed Forces Quarterly Personnel Report (QPR). The first trained strength targets were set for the end of Financial Year 2013-14 and performance against these is reported in the commentary to Table 6a of the 1 April 2014 Quarterly Personnel Report. The announcement, containing all of the trained strength and enlistment targets, can be found here.

#### Volunteer Reserve personnel outside the scope of FR20

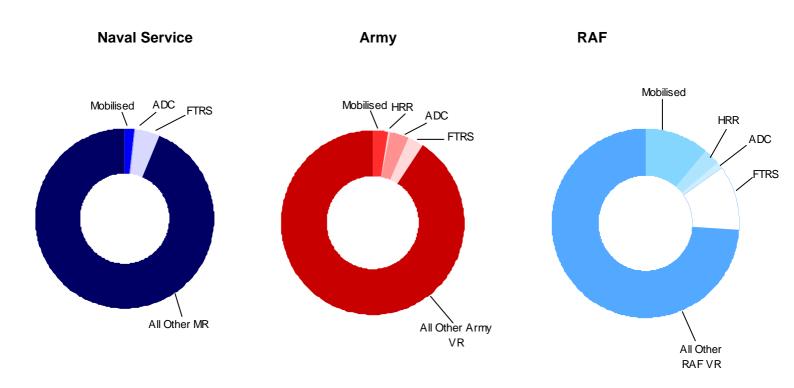
Each Service has determined which of its personnel are included within the FR20 population. There are a number of Volunteer Reserve personnel whose terms and conditions of employment mean that they are excluded from the Programme statistics presented in Table A, but they are included in the remainder of this publication in order to show the whole size of the Volunteer Reserve Forces. These comprise around 1,600 personnel in total; predominantly those serving on FTRS contracts in the Army and RAF, and Non-Regular Permanent Staff.

Longer term trends in total strengths are outlined in **Tables 1 – 4**, but these are not comparable to the FR20 population statistics, due to the inclusion of personnel excluded from FR20.

More detail on the Trained Strengths of the FR20 populations by type, along with numbers joining and leaving these populations, can be found in the <u>Quarterly Personnel Report</u> for 1 April 2014.

#### Volunteer Reserves - utilisation

There are varying patterns of utilisation of the Volunteer Reserves across the Services. At **1 April 2014**, just **6.4 per cent** of the Naval Service Volunteer Reserves and **9.1 per cent** of the Army Volunteer Reserves were mobilised, High Readiness Reserve (HRR) or serving on a Full Time Reserve Service (FTRS) or Additional Duties Commitment (ADC) contracts. In comparison, **26.1 per cent** of the RAF Volunteer Reserves were serving on one of these contracts, which reflects the different way in which the RAuxAF uses its personnel. **Tables 2, 3 and 4** show that the numbers tend to change over time regardless of the total force sizes. This illustrates the nature of such commitment types, as they are designed to be flexible ways in which to utilise reservist personnel when and where they are needed, and that the Ministry of Defence is increasingly using its reserve forces as part of its business. This may well continue as the MOD operates within the policy context set by the SDSR and the FR20 Programme, whereby there is a planned decrease in the overall numbers of Regular personnel, supplemented by a planned increase in the number of reservist personnel.



#### **Regular Reserve Personnel**

#### **Regular Reserves**

Regular Reserves are essentially ex-Regular personnel who, on leaving the Regular Forces, retain a liability for callout into permanent service (also known as 'mobilised'). They can also accept a commitment for Full Time Reserve Service (FTRS), Additional Duties Commitment (ADC) or High Readiness Reserve (HRR). The length of time people remain in the Regular Reserve depends on various factors including the length of their Regular service and age. In some limited and specific circumstances, volunteer civilians also serve in these Regular Reserve Forces.

At **1 April 2014**, there were **7,960** personnel in the Royal Fleet Reserve, which is the Naval Service ex-Regular force. The size of this force has declined over recent years, mirroring decreases in numbers of personnel leaving the Regular Naval Service (outflow). The size of the Army Regular Reserve was just over **30,000** at 1 April 2014 which is slightly smaller than its 2004 level of 31,220. The size of the Royal Air Force Regular Reserve has also declined over recent years, to its current level of **7,120**.

More detail on Regular Reserve strengths over time can be found in **Tables 1 – 4.** 

#### Regular Reserves - utilisation

Similar to the Volunteer Reserve, the Regular Reserve can be mobilised or serve on FTRS, ADC or HRR contracts. In recent years the Services have been utilising their Regular Reserve forces to a much greater degree than had previously been the case. At **1 April 2014**, the Royal Fleet Reserve had **390** personnel serving on these contracts, an **increase of 37 per cent** since April 2012; the Army had **1,280** Regular Reserve serving on contracts, **an increase of 90.5 per cent** since April 2012; and the RAF, had **580** Regular Reserve serving on contracts, **an increase of 60.9 per cent** since April 2012.

#### **Full-Time Reserve Service**

FTRS personnel can be drawn from either the Regular or Volunteer Reserve populations. Each Service uses FTRS in different ways depending on their needs. FTRS can also have different commitment types, which determine where they can serve and which tasks they can be expected to perform. Since 2010, all Services have defined which types of FTRS can fill vacant posts in the Regular forces, and where they do so, they will count against the requirement for that force (i.e. they will, along with the Regulars, form part of the required strength). The number of personnel serving on FTRS in the Naval Service (both Volunteer and Regular Reservists) has decreased by 60 personnel since 2010, to **520** at 1 April 2014. The number of Army FTRS personnel at 1 April 2014 was **1,985**, an increase of 730 from 1 April 2010. The number of RAF FTRS personnel at 1 April 2014 was **690**, an increase of **250** from 1 April 2010.

#### **Sponsored Reserve Personnel**

Under the Reserve Forces Act 1996, each Service utilises civilian personnel who have entered into an agreement with their employer to become part of one of the Reserve forces. The employer will agree with the MOD to make available a certain number of personnel who can be trained and called out to undertake the contracted task as members of the Armed Forces. Such tasks include the use of cargo ships for the deployment of military assets, such as weaponry, vehicles, military personnel and supplies, and specialist driving services such as the transportation of heavy equipment.

**Tables 1**, **2**, **3** and **4** provide more detail on the numbers of the Sponsored Reserves. In most cases, data are available for the 5 most recent years, however data for the 10-year historic reference point are unavailable.

The Naval Service has by far the largest number of Sponsored Reservists, with **1,740** personnel at 1 April 2014. This is largely due to the inclusion of **1,550** members of the Royal Fleet Auxiliary (RFA). The RFA is considered a civilian fleet; however since 2006 their members have been offered Sponsored Reserve contracts, which allow them the protections afforded by the Geneva Convention when operating in a conflict zone. RFA numbers have declined in recent years, from a peak of **1,930** in 2011. The Army, by contrast, has **90** Sponsored reservist personnel, the same number as in 2009. The RAF currently has **130** Sponsored Reservists, an increase of 30 personnel within the last year. There may be further increases in the numbers of Sponsored Reservists in future years, as the MOD looks to expand such capabilities under the Future Reserves 2020 programme.

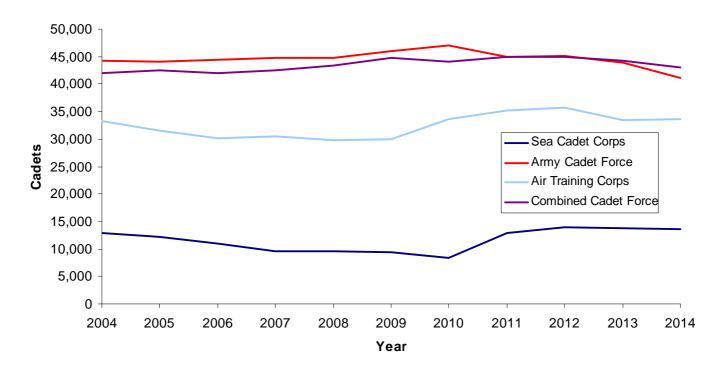
#### **Cadet Forces**

The Ministry of Defence sponsors and supports four cadet forces (voluntary youth organisations). Their purpose is to offer challenging and enjoyable activities for young people, and prepare them to play an active part in the community while developing valuable life skills. The Sea Cadet Corps, Army Cadet Force and Air Training Corps are known as the Community Cadet Forces. The Combined Cadet Force contingents contain one or more sections from the Royal Navy, Royal Marines, Army or the Royal Air Force. The Cadet Forces are not part of the Armed Forces although some Cadet Force Officers are members of the Reserve Forces, and others are granted honorary Officer status. Despite this, no member of the Cadet Forces has any liability for military service or compulsory training in the Regular or Reserve Forces.

The Cadets tables (8 – 11) provide information about the strength of the four Cadet Forces by age and sex. There are also time series tables which provide more information on the patterns of change in the composition of the Cadet Forces in the three most recent years. Historic 5-year and 10-year figures are presented for comparison.

Total number of Cadets in the Community Cadet Forces has decreased since 2004 (see graph). This decrease is driven by a decrease in the Army Cadet Force, down from 44,240 in 2004 to 41,040 in April 2014. In contrast to this, the Sea Cadet Corps have increased by 750 personnel since 2004, up to 13,630 in 2014 and the Air Cadets have increased by 400 personnel since 2004 to 33,590 in 2014. Numbers of Cadets in the Combined Cadet Forces have also increased, from 41,910 in 2004 to 42,950 in 2014.

#### Strength of Cadets in the MOD-Sponsored Cadet Forces, 2004 - 2014



#### **Cadet Force Adult Volunteers**

Although the number of Community Cadet Force Adult Volunteers has decreased in the last year, to **25,790** in 2014, numbers continue to follow a long term upward trend. The numbers for the Combined Cadet Force Adult Volunteers have followed a different pattern, and after remaining stable for many years have increased by 33 per cent in the last year, to **2,810** in 2014. This sharp increase in the Combined Cadet Force Adult Volunteers is likely due to the recent Cadet Expansion Initiative<sup>4</sup>, in which the Government announced plans to create 100 new Cadet Units in secondary schools.

<sup>&</sup>lt;sup>4</sup> More information on Cadet Forces and the Cadet Expansion Initiative can be found at <a href="https://www.gov.uk/the-cadet-forces-and-mods-youth-work">https://www.gov.uk/the-cadet-forces-and-mods-youth-work</a>

Table 1a - All Service Reserve Forces at 1 April in each year

	2004	2010	2011		2012	2013	2014
All Services							<b>82 340</b> pe
Regular Reserve <sup>1</sup> Total	51 480 <sup>e</sup>				46 080 <sup>rpe</sup>	46 850 <sup>rpe</sup>	45 110 <sup>pe</sup>
Volunteer Reserve <sup>2</sup> Total	38 950 <sup>e</sup>	33 490 <sup>e</sup>	31 260 <sup>e</sup>		31 310 <sup>rpe</sup>	30 370 rpe	28 860 <sup>p</sup>
Sponsored Reserve <sup>3</sup> Total		2 320 <sup>p</sup>	2 370 <sup>p</sup>		2 150 <sup>p</sup>	2 040 <sup>p</sup>	1 960 <sup>p</sup>
University Officer Cadets <sup>4</sup> Total							6 370 <sup>pe</sup>
Naval Service Reserve <sup>5</sup> Forces			•••		••		13 400 <sup>pe</sup>
Regular Reserve	10 750 <sup>e</sup>				7 660 <sup>p</sup>	8 100 <sup>p</sup>	7 960 <sup>p</sup>
Volunteer Reserve	3 770 <sup>e</sup>	2 930 <sup>e</sup>	2 540 <sup>e</sup>		2 570 <sup>e</sup>	2 620 <sup>p</sup>	2 850 <sup>p</sup>
Sponsored Reserve		2 130 <sup>p</sup>	2 180 <sup>p</sup>		1 950 <sup>p</sup>	1 860 <sup>p</sup>	1 740 <sup>p</sup>
University Royal Naval Units							850 <sup>e</sup>
Army Reserve <sup>6</sup> Forces					63 120 <sup>pe</sup>	62 340 <sup>pe</sup>	<b>58 870</b> pe
Regular Reserve	31 220 <sup>e</sup>				31 340 <sup>rpe</sup>	31 580 <sup>rpe</sup>	30 030 <sup>pe</sup>
Volunteer Reserve	33 620	28 880	27 190		27 220 <sup>rpe</sup>	26 210 rpe	24 290 <sup>pe</sup>
Sponsored Reserve		80	90		100 <sup>p</sup>	80 <sup>p</sup>	90 <sup>p</sup>
University Officer Training Corps	4 700	4 140	4 120		4 360 <sup>p</sup>	4 400 <sup>p</sup>	4 420 <sup>p</sup>
Royal Air Force Reserve <sup>7</sup> Forces		10 840	10 190		9 800 <sup>p</sup>	9 910 <sup>p</sup>	<b>10 060</b> <sup>p</sup>
Regular Reserve	9 520 II	7 850	7 470		7 080 <sup>p</sup>	7 160 <sup>p</sup>	7 120 <sup>p</sup>
Volunteer Reserve	1 550	1 680	1 530		1 520 <sup>p</sup>	1 540 <sup>p</sup>	1 720 <sup>p</sup>
Sponsored Reserve		120	100		100 <sup>p</sup>	100 <sup>p</sup>	130 <sup>p</sup>
University Air Squadrons	1 030	1 200	1 080		1 100 <sup>p</sup>	1 110 <sup>p</sup>	1 090 <sup>p</sup>

#### Notes:

- 1. For information on the Regular Reserve please see Tables 2, 3, 4 and the Glossary
- 2. For information on the Volunteer Reserve please see Tables 2, 3, 4 and the Glossary.
- 3. For information on the Sponsored Reserve please see the Glossary.
- 4. For information on the University Officer Cadets please see the Glossary.
- 5. For information on the Naval Service Reserve, including the Royal Fleet Reserve, Maritime Reserve, Sponsored Reserve, and University Royal Naval Units please see Table 2 and the Glossary.
- 6. For information on the Army Reserve, including the Army Regular Reserve, Volunteer Reserve, Sponsored Reserve, and University Officer Training Corps please see Table 3 and the Glossary. The Army Reserve Force total includes FTRS of an unknown origin (see Table 3.) Volunteer Reserve figures prior to 2012 exclude FTRS and ADC.
- 7. For information on the Royal Air Force (RAF) Reserve, including the RAF Regular Reserve, the Royal Air Force Volunteer Reserve, Sponsored Reserve, and University Air Squadrons please see Table 4 and the Glossary. 2004 Volunteer Reserve figure excludes FTRS and ADC

Table 1b - Relative Strength of Reserve Forces by type at 1 April in each year

able 1b - Relative Strength of Reserve Forces by type at 1 April in each year						2004 = 100
	2004	2010	2011	2012	2013	2014
All Services <sup>1 2</sup>						
Regular Reserve Total	100 <sup>e</sup>			89.5 <sup>rpe</sup>	91.0 <sup>rpe</sup>	87.6 <sup>pe</sup>
Volunteer Reserve Total	100 <sup>e</sup>	86.0 <sup>e</sup>	80.3 <sup>e</sup>	80.4 rpe	78.0 <sup>rpe</sup>	74.1 pe
Sponsored Reserve Total						
University Officer Cadets Total						
Naval Service Reserve Forces						
Regular Reserve	100 <sup>e</sup>			71.2 <sup>p</sup>	75.4 <sup>p</sup>	74.1 <sup>p</sup>
Volunteer Reserve	100 <sup>e</sup>	77.7 <sup>e</sup>	67.4 <sup>e</sup>	68.0 <sup>e</sup>	69.3 <sup>p</sup>	75.5 <sup>p</sup>
Sponsored Reserve						
University Royal Naval Units						
Army Reserve Forces						
Regular Reserve	100 <sup>e</sup>			100.4 rpe	101.2 rpe	96.2 pe
Volunteer Reserve	100	85.9	80.9	81.0 <sup>rpe</sup>	78.0 <sup>rpe</sup>	72.2 pe
Sponsored Reserve						
University Officer Training Corps	100	88.1	87.7	92.9 <sup>p</sup>	93.6 <sup>p</sup>	94.1 <sup>p</sup>
Royal Air Force Reserve Forces						
Regular Reserve	100	82.5	78.5	74.4 <sup>p</sup>	75.2 <sup>p</sup>	74.8 <sup>p</sup>
Volunteer Reserve	100	108.1	98.5	98.0 <sup>p</sup>	99.1 <sup>p</sup>	110.6 <sup>p</sup>
Sponsored Reserve	"					
University Air Squadrons	100	116.6	105.6	106.7 <sup>p</sup>	108.0 <sup>p</sup>	106.5 <sup>p</sup>

Source: Defence Statistics (Tri-Service)

<sup>1.</sup> Where 2004 strengths are not available, it is not possible to calculate an index.

<sup>2.</sup> Due to the discontinuities in series, these figures should be interpreted with caution. For further advice, contact Defence Statistics.

Table 2 - Naval Service Reserve Forces at 1 April in each year

	2004	2010	2011	2012	2013	2014
Naval Service Reserve Force <sup>1</sup>						13 400 <sup>pe</sup>
Regular Reserve <sup>2</sup>	10 750 <sup>e</sup>		7 930 <sup>e</sup>	7 660 <sup>e</sup>	8 100 <sup>e</sup>	<b>7 960</b> <sup>e</sup>
Officers	5 810 <sup>e</sup>		3 600 e	3 690 <sup>e</sup>	3 740 e	<b>3 720</b> e
of which mobilised of which FTRS <sup>3</sup> of which ADC of which HRR	 	- 80 <sup>e</sup>  -	- 50 <sup>e</sup>  -	- 30 <sup>e</sup> - -	- 60 <sup>p</sup> - <sup>p</sup>	- 70 <sup>p</sup> - <sup>p</sup>
Other Ranks	4 940 <sup>e</sup>		4 330	3 970 e	4 360 e	<b>4 240</b> <sup>e</sup>
of which mobilised of which FTRS of which ADC of which HRR	-  	340 	290 <sup>e</sup> 	- 250 <sup>e</sup> - -	- 250 <sup>p</sup> - <sup>p</sup>	- 310 <sup>p</sup> - <sup>p</sup>
Volunteer Reserve <sup>4, 5</sup>	<b>3 770</b> <sup>e</sup>	2 930 <sup>e</sup>	2 540 <sup>e</sup>	2 570 <sup>e</sup>	2 620 <sup>p</sup>	<b>2 850</b> <sup>p</sup>
Officers of which mobilised of which FTRS of which ADC of which HRR	1 130 °	900 °  80 °  	680 ° 50 °	 40 <sup>e</sup>  	<b>820</b> P 20 P 50 P 10 Pe	<b>840</b> P 30 P 70 P 10 P
Other Ranks of which mobilised of which FTRS of which ADC of which HRR	2 640 °	2 030 °  70 °  	1 870 ° 30 °	 30 <sup>e</sup> 	1 790 P 20 P 40 P - Pe	2 000 P 20 P 60 P - P
Sponsored Reserve <sup>6</sup>		2 130 <sup>p</sup>	2 180 <sup>p</sup>	1 950 <sup>p</sup>	1 860 <sup>p</sup>	<b>1 740</b> <sup>p</sup>
Officers of which Royal Fleet Auxiliary		800 <sup>p</sup> 650 <sup>p</sup>	770 P 630 P	700 <sup>p</sup> 550 <sup>p</sup>	660 <sup>p</sup> 510 <sup>p</sup>	590 <sup>p</sup> 480 <sup>p</sup>
Other Ranks of which Royal Fleet Auxiliary		1 330 <sup>p</sup> 1 220 <sup>p</sup>	1 410 <sup>p</sup> 1 300 <sup>p</sup>	1 250 <sup>p</sup> 1 140 <sup>p</sup>	1 200 <sup>p</sup> 1 090 <sup>p</sup>	1 150 <sup>p</sup> 1 070 <sup>p</sup>
University Royal Naval Units <sup>7</sup>						850 <sup>e</sup>

- Naval Service Reserve Forces includes trained and untrained Royal Fleet Reserve (RFR), Royal Naval Reserve (RNR), Royal Marine Reserve (RMR), Sponsored Reserve (SR), and University Royal Naval Units (URNU). This population is slightly different to the "Total Reserves - Naval Service" population previously reported in TSP7, in that Sponsored Reserves have been added and Individuals Liable to Recall have been removed.
- 2. The Naval Service Regular Reserve is known as the Royal Fleet Reserve and comprises ex-Regular Royal Navy and Royal Marines personnel who retain a liability to be called up for military service in times of need. The Regular Reserve also includes an "active" component who have applied to return to military service on a fixed term reserve contract. These contracts are the same as the Volunteer Reserve contracts and include mobilised and High Readiness Reserve (HRR), plus Full Time Reserve Service (FTRS) and Additional Duties Commitments (ADC). Royal Fleet Reserve personnel on these fixed term contracts do not count towards the Future Reserve 2020 (FR20) target. Please note "Individuals liable to Recall" are no longer reported as part of this category.
- 3. For more detailed statistics on the different commitment types available to Naval Service personnel serving on Full Time Reserve Service (FTRS) contracts please see Table 2 in the Defence Statistics Quarterly Personnel Report (QPR). Please note that the Naval Service also report FTRS personnel as part of their UK Armed Forces Full-Time population (for detailed statistics please see Tables 5a and 5b in the QPR). For further information on FTRS contracts, plus an explanation of the different commitments, please see the Glossary.
- 4. The Naval Service Volunteer Reserve is known as the Maritime Reserve and comprises trained and untrained RNR and RMR, and includes mobilised and High Readiness Reserve (HRR) personnel, plus personnel serving on Full Time Reserve Service (FTRS) and Additional Duties Commitment (ADC) contracts. All personnel in the Maritime Reserve count towards the FR20 Volunteer Reserve target.
- 5. The Officer / Other Rank split is not available for the RMR for April 2012.
- 6. The Sponsored Reserve comprises the RNR Sponsored Reserve plus Royal Fleet Auxiliary (RFA) personnel on sponsored reserve contracts. The RFA is a civilian manned fleet and all personnel are employed on civilian contracts, however approximately 80 per cent are additionally on sponsored reserve contracts and are reported here as a subset of the Sponsored Reserve. The Defence Statistics' Quarterly Civilian Personnel Report publishes statistics on the entire RFA population, and later in the year will provide a breakdown of RFA personnel by contract. For more information on the RFA and sponsored reserve contracts please see the Glossary.
- 7. For information on the University Royal Naval Units (URNU) please see the Glossary.

Table 3 - Army Reserve Forces at 1 April in each year

	2004	2010	2011	2012	2013	2014
Army Reserve Force <sup>1</sup>				63 120 <sup>pe</sup>	62 340 <sup>pe</sup>	58 870 <sup>pe</sup>
Regular Reserve <sup>2</sup>	31 220 <sup>e</sup>			31 340 <sup>rpe</sup>	31 580 <sup>rpe</sup>	30 030 <sup>pe</sup>
Officers	9 220 e			9 020 rpe	9 200 rpe	8 970 <sup>pe</sup>
of which mobilised	20	-	-	_ p	_ p	_ p
of which FTRS <sup>3</sup>				290 <sup>rpe</sup>	370 <sup>rpe</sup>	490 <sup>pe</sup>
of which ADC				_ p	_ p	_ p
of which HRR				_ P	_ P	_ P
Other Ranks	22 000 e			22 320 rpe	22 380 rpe	21 060 pe
of which mobilised	130	30	20	20 <sup>p</sup>	10 <sup>p</sup>	_ P
of which FTRS	••			360 <sup>rpe</sup>	550 <sup>rpe</sup>	780 <sup>pe</sup>
of which ADC				_ P	_ p	_ p
of which HRR				_ P	_ P	_ P
Volunteer Reserve <sup>4, 5</sup>	<b>33 620</b> <sup>p</sup>	<b>28 880</b> <sup>p</sup>	27 190 <sup>p</sup>	<b>27 220</b> rp	26 210 <sup>rp</sup>	<b>24 290</b> <sup>p</sup>
Officers				<b>4 690</b> <sup>p</sup>	4 590 <sup>p</sup>	4 550 P
of which mobilised	490	200	230	200 p	160 <sup>p</sup>	110 <sup>p</sup>
of which FTRS	••			210 re	240 re	280 pe
of which ADC		10	60	90 <sup>p</sup>	140 <sup>p</sup>	150 <sup>p</sup>
of which HRR		10	10	10 <sup>p</sup>	10 <sup>p</sup>	_ p
of which NRPS	270	560	510	400 <sup>p</sup>	290 <sup>p</sup>	200 <sup>p</sup>
of which EFI		-	-	_ P	_ p	- P
Other Ranks				<b>22 530</b> P	21 620 <sup>p</sup>	19 740 P
of which mobilised	2 410	1 150	1 230	980 <sup>p</sup>	980 <sup>p</sup>	540 <sup>p</sup>
of which FTRS				310 re	310 <sup>re</sup>	390 pe
of which ADC		30	180	370 p	640 <sup>p</sup>	690 <sup>p</sup>
of which HRR		60	40	80 <sup>p</sup>	90 <sup>p</sup>	60 <sup>p</sup>
of which NRPS	840	1 000	950	820 <sup>p</sup>	660 <sup>p</sup>	500 <sup>p</sup>
of which EFI		50	20	20 <sup>p</sup>	20 <sup>p</sup>	_ p
Sponsored Reserve		80	90	100 <sup>p</sup>	80 <sup>p</sup>	<b>90</b> <sup>p</sup>
Officers		-	-	_ p	_ p	_ P
Other Ranks		80	90	100 P	80 <sup>p</sup>	90 <sup>p</sup>
FTRS (of unknown origin) <sup>6</sup>				90 <sup>pe</sup>	60 <sup>pe</sup>	<b>40</b> pe
Officers				40 pe	20 pe	10 <sup>pe</sup>
Other Ranks				60 <sup>pe</sup>	40 pe	30 <sup>pe</sup>
University Officer Training Corps <sup>7</sup>	<b>4 700</b> <sup>p</sup>	4 140 <sup>p</sup>	4 120 <sup>p</sup>	<b>4 360</b> <sup>p</sup>	4 400 <sup>p</sup>	<b>4 420</b> <sup>p</sup>

Source: Defence Statistics (Tri-Service) and Defence Manning (Army)

- 1. Army Reserve Forces includes trained and untrained Army Regular Reserve, Army Volunteer Reserve, FTRS personnel from unknown origin, Sponsored Reserve, and the University Officer Training Corps (UOTC). This population is slightly different to the "Total Reserves Army" population previously reported in TSP7. The changes that have been made to this Table are the removal of the "Individuals liable to Recall" category, the addition of the Sponsored Reserve, plus the inclusion of the FTRS and the EFI within the Volunteer Reserve.
- 2. The Army Regular Reserve comprises ex-Regular Army personnel who retain a liability to be called up for military service in times of need. The Regular Reserve also includes an "active" component who have applied to return to military service on a fixed term reserve contract. These contracts are similar to the Volunteer Reserve contracts and include mobilised and High Readiness Reserve (HRR), plus Full Time Reserve Service (FTRS) and Additional Duties Commitments (ADC). Regular Reserve personnel on these fixed term contracts do not count towards the Future Reserve 2020 (FR20) target. Please note "Individuals liable to Recall" are no longer reported as part of this category.
- 3. For more detailed statistics reporting the different commitment types available to Army personnel serving on Full Time Reserve Service (FTRS) contracts please see Table 3 in the Defence Statistics' Quarterly Personnel Report (QPR). Please note that the Army also report FTRS personnel as part of their UK Armed Forces population (for detailed statistics please see Tables 5a and 5b in the QPR). For further information on FTRS contracts, plus an explanation of the different commitments, please see the Glossarv.
- 4. The Volunteer Reserve comprises trained and untrained Volunteer Reserve personnel. It includes the Army Reserve (Group A), which comprises mobilised and HRR, plus personnel serving on ADC contracts. Due to the nature of the Army ADC contracts, it is possible for personnel to be on both ADC and HRR contracts simultaneously. In such cases personnel would be counted in both the ADC and HRR totals, but would only be counted once in Volunteer Reserve, Officers, and Other Ranks totals. Volunteer Reserve also includes FTRS, Non Regular Permanent Staff (NRPS), Expeditionary Forces Institute (EFI), and support and training staff for the UOTC. Army Volunteer Reserve personnel on FTRS, NRPS, and EFI contracts do not count towards the FR20 Volunteer Reserve target.
- 5. Figures for Total Volunteer Reserve prior to 2012 do not include Volunteer Reserve personnel serving on FTRS contracts. Although data on the total number of FTRS personnel are available for this time period (reported as FTRS of unknown origin), it is not possible to determine whether these personnel have originated from the Volunteer or the Regular Reserve.
- 6. These personnel are on FTRS contracts, however at the time of extract, the Army was unable to identify whether they were Volunteer or Regular Reserve personnel. They are reported here as a separate category, but are included in the Army Reserve Forces Total. As a result of this "unknown origin" category, all Army FTRS figures are reported as estimates.
- 7. From 2012 onwards, this figure includes students only; the support and training staff for the University Officer Training Corps (UOTC) and direct entry Officer Cadets are included in the figures for Volunteer Reserve. Prior to 2012 these figures include the support and training staff. For information on the UOTC please see the Glossary.

Table 4 - Royal Air Force (RAF) Reserve Forces at 1 April in each year

	2004	2010	2011	2012	2013	2014
Royal Air Force Reserve Force <sup>1</sup>		10 840	10 190	9 800 <sup>p</sup>	9 910 <sup>p</sup>	10 060 <sup>p</sup>
Regular Reserve <sup>2</sup>	9 520	7 850	7 470	7 080	7 160	7 120
Officers	600	550	520	480	500	550
of which mobilised	10	10	10	10	10	10
of which FTRS <sup>3</sup>		140	140	130	160	230
of which ADC		40	40	40	50	30
of which HRR		-	-	-	-	-
Other Ranks	8 930	7 300	6 950	6 600	6 660	6 580
of which mobilised	-	10	20	10	20	30
of which FTRS		150	160	160	200	270
of which ADC		-	10	10	10	10
of which HRR		-	-	-	-	-
Volunteer Reserve <sup>4</sup>	1 550	1 680	1 530	1 520 <sup>p</sup>	1 540 <sup>p</sup>	1 720 <sup>p</sup>
Officers		210	200	<b>200</b> <sup>p</sup>	<b>220</b> <sup>p</sup>	<b>290</b> <sup>p</sup>
of which mobilised	10	20	10	10 <sup>p</sup>	10 <sup>p</sup>	10 <sup>p</sup>
of which FTRS		50	40	40 <sup>p</sup>	50 <sup>p</sup>	60 <sup>p</sup>
of which ADC		10	10	10 <sup>p</sup>	10 <sup>p</sup>	10 <sup>p</sup>
of which HRR		10	10	10 <sup>p</sup>	20 <sup>p</sup>	30 <sup>p</sup>
Other Ranks		1 470	1 330	1 320 <sup>p</sup>	1 320 <sup>p</sup>	1 430 <sup>p</sup>
of which mobilised	10	100	70	60 <sup>p</sup>	80 <sup>p</sup>	180 <sup>p</sup>
of which FTRS		110	110	110 <sup>p</sup>	110 <sup>p</sup>	130 <sup>p</sup>
of which ADC		10	-	10 <sup>p</sup>	10 <sup>p</sup>	10 p
of which HRR		10	20	10 <sup>p</sup>	10 <sup>p</sup>	20 <sup>p</sup>
Sponsored Reserve		120	100	100	100	130
Officers		50	40	40	40	50
Other Ranks		70	60	60	60	80
University Air Squadrons⁵	1 030	1 200	1 080	1 100	1 110	1 090

- 2. The RAF Regular Reserve comprises ex-Regular RAF personnel who retain a liability to be called up for military service in times of need. The Regular Reserve also includes an "active" component who have applied to return to military service on a fixed term reserve contract. These contracts are the same as the Volunteer Reserve contracts and include mobilised and High Readiness Reserve (HRR), plus Full Time Reserve Service (FTRS) and Additional Duties Commitments (ADC). Regular Reserve personnel on these fixed term contracts do not count towards the Future Reserve 2020 (FR20) target. Please note "Individuals liable to Recall" are no longer reported as part of this category.
- 3. For more detailed statistics reporting the different commitment types available to RAF personnel serving on Full Time Reserve Service (FTRS) contracts please see Table 4 in the Defence Statistics' Quarterly Personnel Report (QPR). Please note that the RAF also report FTRS personnel as part of their UK Armed Forces population (for detailed statistics please see Tables 5a and 5b in the QPR). For further information on FTRS contracts, plus an explanation of the different commitments, please see the Glossary.
- 4. The RAF Volunteer Reserve comprises trained and untrained personnel from the Royal Auxiliary Air Force (RAuxAF) and includes mobilised and HRR personnel, plus personnel serving on FTRS and ADC contracts. RAuxAF personnel serving on FTRS and ADC contracts do not count towards the FR20 Volunteer Reserve target.
- 5. For information on the University Air Squadrons (UAS) please see the Glossary.

<sup>1.</sup> Royal Air Force Reserve Forces includes trained and untrained Royal Air Force (RAF) Regular Reserve, Royal Auxiliary Air Force (RAuxAF), Sponsored Reserve (SR), and University Air Squadrons (UAS). This population is slightly different to the "Total Reserves - Royal Air Force" population previously reported in TSP7. The changes that have been made to this Table are the removal of the "Individuals liable to Recall" category, plus the addition of the Sponsored Reserve, and the inclusion of the FTRS and the ADC within the Volunteer Reserve totals.

Table 5 - Future Reserves 2020 Volunteer Reserve Forces by sex and Service at 1 April 2014

	All Services	Maritime Reserve	Army Reserve (Group A)	Royal Auxiliary Air Force
Total FR20 Volunteer Reserve <sup>1</sup>	27 260 <sup>p</sup>	2 850 <sup>p</sup>	22 910 <sup>p</sup>	1 510 <sup>p</sup>
Male	23 570 p	2 410 <sup>p</sup>	19 900 <sup>p</sup>	1 260 <sup>p</sup>
Female	3 700 <sup>p</sup>	440 <sup>p</sup>	3 010 <sup>p</sup>	250 <sup>p</sup>
percentage Female	13.6 <sup>p</sup>	15.5 <sup>p</sup>	13.1 <sup>p</sup>	16.3 <sup>p</sup>
Officers	5 140 <sup>p</sup>	840 <sup>p</sup>	<b>4 070</b> <sup>p</sup>	<b>220</b> <sup>p</sup>
Male	4 190 <sup>p</sup>	700 <sup>p</sup>	3 310 <sup>p</sup>	180 <sup>p</sup>
Female	950 <sup>p</sup>	140 <sup>p</sup>	760 <sup>p</sup>	50 <sup>p</sup>
percentage Female	18.4 <sup>p</sup>	16.6 <sup>p</sup>	18.7 <sup>p</sup>	21.2 <sup>p</sup>
Other Ranks	22 130 <sup>p</sup>	<b>2 000</b> p	18 840 <sup>p</sup>	<b>1 290</b> p
Male	19 380 <sup>p</sup>	1 700 <sup>p</sup>	16 590 <sup>p</sup>	1 090 <sup>p</sup>
Female	2 750 <sup>p</sup>	300 <sup>p</sup>	2 250 <sup>p</sup>	200 <sup>p</sup>
percentage Female	12.4 <sup>p</sup>	15.1 p	11.9 <sup>p</sup>	15.5 <sup>p</sup>

#### Notes:

Table 6 - Future Reserves 2020 Volunteer Reserve Forces by ethnic origin and Service at 1 April 2014

	All Services	Maritime Reserve	Army Reserve (Group A)	Royal Auxiliary Air Force
Total FR20 Volunteer Reserve <sup>1</sup>	27 260 <sup>p</sup>	2 850 <sup>p</sup>	<b>22 910</b> <sup>p</sup>	1 510 <sup>p</sup>
of which Black and Minority Ethnic <sup>2</sup>	1 340 <sup>p</sup>	90 p	1 200 <sup>p</sup>	60 <sup>p</sup>
percentage BME <sup>3</sup>	5.0 <sup>p</sup>	3.1 p	5.3 <sup>p</sup>	<b>4.0</b> p
of which White	25 630 <sup>p</sup>	2 710 <sup>p</sup>	21 580 <sup>p</sup>	1 340 <sup>p</sup>
of which Unknown	300 <sup>p</sup>	50 p	130 <sup>p</sup>	110 <sup>p</sup>
Officers	5 140 <sup>p</sup>	840 <sup>p</sup>	<b>4 070</b> <sup>p</sup>	<b>220</b> p
of which Black and Minority Ethnic	190 p	30 <sup>p</sup>	160 <sup>p</sup>	10 <sup>p</sup>
percentage BME	3.7 <sup>p</sup>	3.1 p	3.9 <sup>p</sup>	3.2 <sup>p</sup>
of which White	4 880 <sup>p</sup>	820 <sup>p</sup>	3 880 <sup>p</sup>	180 <sup>p</sup>
of which Unknown	70 <sup>p</sup>	_ p	30 <sup>p</sup>	30 <sup>p</sup>
Other Ranks	22 130 <sup>p</sup>	2 000 <sup>p</sup>	<b>18 840</b> <sup>p</sup>	<b>1 290</b> <sup>p</sup>
of which Black and Minority Ethnic	1 150 <sup>p</sup>	60 <sup>p</sup>	1 040 <sup>p</sup>	50 p
percentage BME	5.3 <sup>p</sup>	3.1 p	5.6 <sup>p</sup>	<b>4.1</b> p
of which White	20 750 <sup>p</sup>	1 890 <sup>p</sup>	17 700 <sup>p</sup>	1 160 <sup>p</sup>
of which Unknown	230 <sup>p</sup>	50 <sup>p</sup>	100 <sup>p</sup>	80 <sup>p</sup>

Source: Defence Statistics (Tri-Service)

<sup>1.</sup> Includes trained and untrained personnel. For a full description of who is included in the FR20 Volunteer Reserve please see pages 4, 5 & 6.

<sup>1.</sup> Includes trained and untrained personnel. For a full description of who is included in the FR20 Volunteer Reserve please see pages 4, 5 & 6.

<sup>2.</sup> For an explanation of Black and Minority Ethnic please see the Glossary.

<sup>3.</sup> Black and Minority Ethnic figures and percentages are based on those with a declared and known ethnic origin. Percentages are calculated from unrounded data.

Table 7 - Future Reserves 2020 Volunteer Reserve Forces by age and Service at 1 April 2014

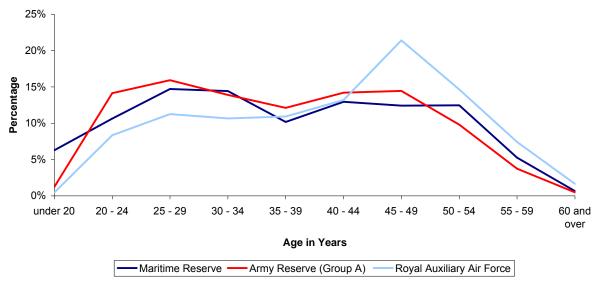
	All Services	%	Maritime Reserve	%	Army Reserve (Group A)	%	Royal Auxiliary Air Force	%
Total FR20 Volunteer Reserve <sup>1</sup>	27 260 <sup>p</sup>	100	2 850 <sup>p</sup>	100	22 910 <sup>p</sup>	100	1 510 <sup>p</sup>	100
under 20	470 <sup>p</sup>	1.7	180 <sup>p</sup>	6.3	280 <sup>p</sup>	1.2	10 <sup>p</sup>	0.5
20 - 24	3 670 p	13.5	300 p	10.6	3 240 <sup>p</sup>	14.1	130 <sup>p</sup>	8.3
25 - 29	4 240 <sup>p</sup>	15.5	420 <sup>p</sup>	14.7	3 650 <sup>p</sup>	15.9	170 <sup>p</sup>	11.3
30 - 34	3 760 p	13.8	410 <sup>p</sup>	14.4	3 180 <sup>p</sup>	13.9	160 <sup>p</sup>	10.7
35 - 39	3 230 p	11.8	290 <sup>p</sup>	10.2	2 770 p	12.1	160 <sup>p</sup>	10.9
40 - 44	3 820 p	14.0	370 p	13.0	3 250 <sup>p</sup>	14.2	200 p	13.2
45 - 49	3 990 <sup>p</sup>	14.6	350 <sup>p</sup>	12.4	3 310 <sup>p</sup>	14.4	320 <sup>p</sup>	21.4
50 - 54	2 820 <sup>p</sup>	10.3	360 <sup>p</sup>	12.5	2 240 <sup>p</sup>	9.8	220 <sup>p</sup>	14.6
55 - 59	1 120 <sup>p</sup>	4.1	150 <sup>p</sup>	5.3	860 <sup>p</sup>	3.7	110 <sup>p</sup>	7.4
60 and over	160 <sup>p</sup>	0.6	20 <sup>p</sup>	0.7	110 <sup>p</sup>	0.5	20 <sup>p</sup>	1.7
Officers	5 140 <sup>p</sup>	100	840 <sup>p</sup>	100	4 070 <sup>p</sup>	100	<b>220</b> <sup>p</sup>	100
under 20	_ p	_	_ p	_	_ p	_	_ p	-
20 - 24	230 <sup>p</sup>	4.4	10 <sup>p</sup>	1.7	210 <sup>p</sup>	5.2	_ p	_
25 - 29	330 <sup>p</sup>	6.3	40 <sup>p</sup>	5.3	280 <sup>p</sup>	6.8	_ p	_
30 - 34	580 <sup>p</sup>	11.4	100 <sup>p</sup>	12.3	460 <sup>p</sup>	11.4	20 <sup>p</sup>	6.8
35 - 39	590 <sup>p</sup>	11.5	100 <sup>p</sup>	12.3	470 <sup>p</sup>	11.6	20 <sup>p</sup>	6.8
40 - 44	710 <sup>p</sup>	13.9	140 <sup>p</sup>	16.3	550 <sup>p</sup>	13.4	30 <sup>p</sup>	12.2
45 - 49	1 010 <sup>p</sup>	19.7	170 <sup>p</sup>	20.2	790 <sup>p</sup>	19.5	50 <sup>p</sup>	21.2
50 - 54	940 <sup>p</sup>	18.3	180 <sup>p</sup>	21.3	710 <sup>p</sup>	17.4	50 <sup>p</sup>	23.4
55 - 59	660 <sup>p</sup>	12.8	80 <sup>p</sup>	9.3	540 <sup>p</sup>	13.2	40 <sup>p</sup>	19.8
60 and over	80 <sup>p</sup>	1.6	10 <sup>p</sup>	1.2	60 <sup>p</sup>	1.5	10 <sup>p</sup>	6.3
Other Ranks	22 130 <sup>p</sup>	100	<b>2 000</b> <sup>p</sup>	100	18 840 <sup>p</sup>	100	1 290 <sup>p</sup>	100
under 20	470 <sup>p</sup>	2.1	180 <sup>p</sup>	8.9	280 <sup>p</sup>	1.5	10 <sup>p</sup>	0.5
20 - 24	3 440 <sup>p</sup>	15.6	290 <sup>p</sup>	14.4	3 030 <sup>p</sup>	16.1	120 <sup>p</sup>	9.6
25 - 29	3 910 <sup>p</sup>	17.7	370 <sup>p</sup>	18.7	3 370 <sup>p</sup>	17.9	160 <sup>p</sup>	12.8
30 - 34	3 170 <sup>p</sup>	14.3	310 <sup>p</sup>	15.3	2 720 <sup>p</sup>	14.4	150 <sup>p</sup>	11.3
35 - 39	2 640 <sup>p</sup>	11.9	190 <sup>p</sup>	9.3	2 300 <sup>p</sup>	12.2	150 <sup>p</sup>	11.7
40 - 44	3 110 <sup>p</sup>	14.0	230 <sup>p</sup>	11.5	2 700 <sup>p</sup>	14.4	170 <sup>p</sup>	13.4
45 - 49	2 970 <sup>p</sup>	13.4	180 <sup>p</sup>	9.1	2 520 <sup>p</sup>	13.3	280 <sup>p</sup>	21.4
50 - 54	1 880 <sup>p</sup>	8.5	180 <sup>p</sup>	8.7	1 540 <sup>p</sup>	8.2	170 <sup>p</sup>	13.1
55 - 59	460 <sup>p</sup>	2.1	70 <sup>p</sup>	3.5	320 <sup>p</sup>	1.7	70 <sup>p</sup>	5.3
60 and over	70 <sup>p</sup>	0.3	10 <sup>p</sup>	0.4	50 <sup>p</sup>	0.3	10 <sup>p</sup>	0.9

#### Notes:

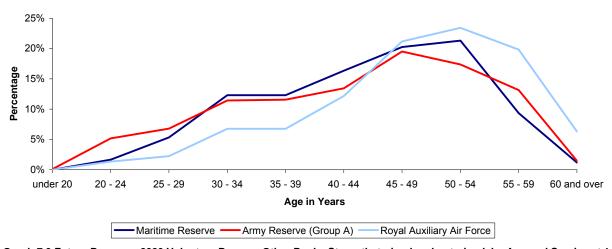
Percentages are calculated from unrounded data

<sup>1.</sup> For a full description of who is included in the FR20 Volunteer Reserve please see Pages 4, 5  $\&\,6$ 

Graph 7.1 Future Reserves 2020 Volunteer Reserve Strength, trained and untrained, by Age and Service at 1 April 2014



Graph 7.2 Future Reserves 2020 Volunteer Reserve Officer Strength, trained and untrained, by Age and Service at 1 April 2014



Graph 7.3 Future Reserves 2020 Volunteer Reserve Other Ranks Strength, trained and untrained, by Age and Service at 1
April 2014

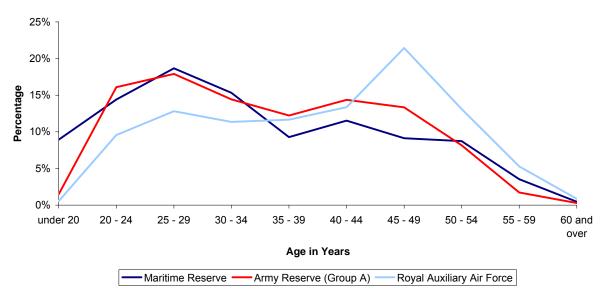


Table 8a - Strength of the Community Cadet Forces, at 1 April each year

Number 2004 2009 2012 2013 2014 Community Cadet Forces<sup>1</sup> 111 550 106 930 118 860 118 790 114 050 **Cadets** 90 310 85 290 94 780 91 090 88 260 Male Cadets 66 080 61 600 69 210 65 320 62 090 **Female Cadets** 24 230 23 690 25 570 25 770 26 170 **Cadet Force Adult Volunteer** 27 700 25 790 21 240 21 640 24 080 Male Adult Volunteer 15 890 16 000 17 520 19 900 18 350 Female Adult Volunteer 5 350 5 640 6 560 7 800 7 440 Sea Cadet Corps<sup>1</sup> 16 950 19 560 19 550 12 950 19 110 13 740 9 410 Cadets 12 880 13 920 13 630 Male Cadets 8 130 6 140 9 200 8 870 8 730 **Female Cadets** 4 740 3 260 4 720 4 860 4 900 **Cadet Force Adult Volunteer** 3 540 5 820 5 920 4 070 5 190 Male Adult Volunteer 2 700 2 420 3 5 1 0 3 730 3 810 Female Adult Volunteer 1 370 1 120 1 670 2 090 2 110 50 480 **Army Cadet Force** 52 120 54 260 53 490 53 660 41 040 44 240 45 930 45 110 43 860 Cadets Male Cadets 32 890 33 420 33 490 31 780 28 940 **Female Cadets** 11 350 12 500 12 090 12 100 11 620 **Cadet Force Adult Volunteer** 9 440 7 880 8 330 8 380 9 800 Male Adult Volunteer 5 980 6 100 6 150 7 080 6 790 Female Adult Volunteer 1 890 2 220 2 2 3 0 2 710 2 650 **Air Training Corps** 42 480 39 720 45 570 44 020 46 260 Cadets 33 190 29 950 35 750 33 490 33 590 Male Cadets 25 050 24 660 22 030 26 520 24 420 **Female Cadets** 8 140 7 920 9 2 3 0 8 820 9 170 **Cadet Force Adult Volunteer** 9 290 9 770 10 510 12 080 10 430 Male Adult Volunteer 7 2 1 0 7 470 7 860 9 090 7 750 Female Adult Volunteer 2 300 3 000 2 080 2 660 2 680

Source: Pers Trg RFC

<sup>1.</sup> From 1 April 2011, Sea Cadet Corps figures include juniors (10-11 year olds) whereas they were previously excluded.

Table 8b - Strength of the Combined Cadet Force, at 1 April each year

2004 44 040 41 910 31 740 10 170 2 130	2009 46 920 44 720 32 610 12 110	2012 47 120 45 020 32 350	2013 46 430 44 320	2014 45 760 42 950
<b>41 910</b> 31 740 10 170	<b>44 720</b> 32 610	<b>45 020</b> 32 350	44 320	
31 740 10 170	32 610	32 350		42 050
10 170				7£ 3JU
	12 110	40.000	31 460	30 200
2 120		12 660	12 870	12 750
Z 13U	2 200	2 100	2 110	2 810
1 690	1 720	1 520	1 520	2 040
440	480	580	590	770
5 620	6 000	5 860	5 840	5 830
5 320	5 670	5 540	5 560	5 370
3 910	3 870	3 520	3 620	3 550
1 400	1 800	2 020	1 940	1 820
300	320	320	290	460
230	240	220	200	320
70	80	90	80	140
28 400	30 590	31 420	30 540	30 590
27 060	29 180	30 250	29 340	28 880
20 410	21 230	21 920	20 790	20 160
6 650	7 950	8 340	8 540	8 730
1 350	1 410	1 170	1 200	1 700
1 100	1 100	860	880	1 280
250	310	310	320	420
10 020	10 330	9 840	10 050	9 340
9 530	9 860	9 220	9 430	8 690
7 420	7 510	6 910	7 040	6 490
2 120	2 350	2 310	2 380	2 200
490	460	620	620	650
360	380	430	430	440
120	80	190	190	210
	5 320 3 910 1 400 300 230 70 28 400 27 060 20 410 6 650 1 350 1 100 250 10 020 9 530 7 420 2 120 490 360	5 320         5 670           3 910         3 870           1 400         1 800           300         320           230         240           70         80           28 400         30 590           27 060         29 180           20 410         21 230           6 650         7 950           1 350         1 410           1 100         1 100           250         310           10 020         10 330           9 530         9 860           7 420         7 510           2 120         2 350           490         460           360         380	5 320         5 670         5 540           3 910         3 870         3 520           1 400         1 800         2 020           300         320         320           230         240         220           70         80         90           28 400         30 590         31 420           27 060         29 180         30 250           20 410         21 230         21 920           6 650         7 950         8 340           1 350         1 410         1 170           1 100         1 100         860           250         310         310           10 020         10 330         9 840           9 530         9 860         9 220           7 420         7 510         6 910           2 120         2 350         2 310           490         460         620           360         380         430	5 320         5 670         5 540         5 560           3 910         3 870         3 520         3 620           1 400         1 800         2 020         1 940           300         320         290           230         240         220         200           70         80         90         80           28 400         30 590         31 420         30 540           27 060         29 180         30 250         29 340           20 410         21 230         21 920         20 790           6 650         7 950         8 340         8 540           1 350         1 410         1 170         1 200           1 100         1 100         860         880           250         310         310         320           10 020         10 330         9 840         10 050           9 530         9 860         9 220         9 430           7 420         7 510         6 910         7 040           2 120         2 350         2 310         2 380           490         460         620         620           360         380         430         430

Source: Pers Trg RFC

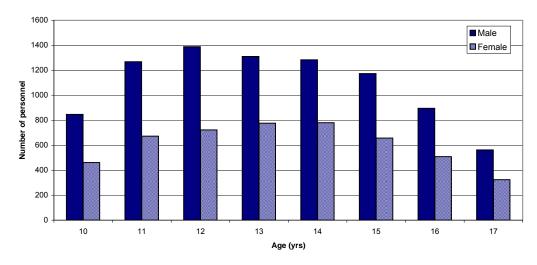
Table 9 - Strength of Community Cadet Forces Cadets by Service, age and sex, at 1 April 2014

Community Cadet Forces			Number		Perce	entage in cat	egory
Community Cadet Forces		Total		Female			Female
10	Community Cadet Forces						100%
11	•						2%
12							3%
13							6%
14							16%
15							20%
16							22%
17							17%
18							10%
19							4%
Sea Cadet Corps <sup>2</sup>							1%
10	10	1210	0+0	010	170	170	170
10	Sea Cadet Corps <sup>2</sup>	13 630	8 730	4 900	100%	100%	100%
11	•	1 310	850	460			9%
12		1 940			14%		14%
13	12						15%
14							16%
15							16%
16       1 400       900       510       10%       10%         17       0f which       880       560       320       7%       6%         Sea Cadets       12 120       7 430       4 690       100%       100%         10       1 310       850       460       11%       11%         11       1 940       1 270       670       16%       17%         12       2 100       1 380       720       17%       19%         13       1 870       1 130       740       15%       15%         14       1 690       960       730       14%       13%         15       1 440       840       600       12%       11%         16       1 080       610       460       9%       8%         17       700       400       300       6%       5%         Royal Marine Cadets       1 510       1 290       220       100%       100%         12       10       10       -       1%       1%         13       220       180       40       14%       14%         14       330       320       50							13%
17							10%
Sea Cadets         12 120         7 430         4 690         100%         100%           10         1 310         850         460         11%         11%           11         1 940         1 270         670         16%         17%           12         2 100         1 380         720         17%         19%           13         1 870         1 130         740         15%         15%           14         1 690         960         730         14%         13%           15         1 440         840         600         12%         11%           16         1 080         610         460         9%         8%           17         700         400         300         6%         5%           Royal Marine Cadets         1 510         1 290         220         100%         100%           12         10         10         -         1%         1%           13         220         180         40         14%         14%           14         380         320         50         25%         25%           15         390         330         60         26%							7%
Sea Cadets         12 120         7 430         4 690         100%         100%           10         1 310         850         460         11%         11%           11         1 940         1 270         670         16%         17%           12         2 100         1 380         720         17%         19%           13         1 870         1 130         740         15%         15%           14         1 690         960         730         14%         13%           15         1 440         840         600         12%         11%           16         1 080         610         460         9%         8%           17         700         400         300         6%         5%           Royal Marine Cadets         1 510         1 290         220         100%         100%           12         10         10         -         1%         1%           13         220         180         40         14%         14%           14         380         320         50         25%         25%           15         330         280         40         22%				020	. , 0	0,0	.,0
10		12 120	7 /20	4 600	100%	100%	100%
11       1 940       1 270       670       16%       17%         12       2 100       1 380       720       17%       19%         13       1 870       1 130       740       15%       15%         14       1 690       960       730       14%       13%         15       1 440       840       600       12%       11%         16       1 080       610       460       9%       8%         17       700       400       300       6%       5%         Royal Marine Cadets       1 510       1 290       220       100%       100%         12       10       10       -       1%       1%         13       220       180       40       14%       14%         14       380       320       50       25%       25%         15       390       330       60       26%       26%         16       330       280       40       22%       22%         17       190       160       20       12%       13%         Army Cadet Force³       41 040       28 940       12 100       100%       100%							100%
12							14%
13							15%
14       1 690       960       730       14%       13%         15       1 440       840       600       12%       11%         16       1 080       610       460       9%       8%         17       700       400       300       6%       5%         Royal Marine Cadets       1 510       1 290       220       100%       100%         12       10       10       -       1%       1%         13       220       180       40       14%       14%         14       380       320       50       25%       25%         15       390       330       60       26%       26%         16       330       280       40       22%       22%         17       190       160       20       12%       13%         Army Cadet Force³       41 040       28 940       12 100       100%       100%         12       3 320       2 460       860       8%       9%         13       8 580       6 280       2 300       21%       22%         14       9 540       6 730       2 810       23%       23%							16%
15							15%
16							13%
Royal Marine Cadets							10%
Royal Marine Cadets							6%
12	Poval Marino Cadote						100%
13				-			1%
14       380       320       50       25%       25%         15       390       330       60       26%       26%         16       330       280       40       22%       22%         17       190       160       20       12%       13%         Army Cadet Force³       41 040       28 940       12 100       100%       100%         12       3 320       2 460       860       8%       9%         13       8 580       6 280       2 300       21%       22%         14       9 540       6 730       2 810       23%       23%         15       8 310       5 670       2 640       20%       20%         16       6 080       4 150       1 920       15%       14%         17       3 710       2 580       1 130       9%       9%         18       1 500       1 070       430       4%       4%         Air Training Corps⁴       33 590       24 420       9 170       100%       10%         13       5 040       3 980       1 050       15%       16%         14       7 060       5 380       1 680 <td></td> <td></td> <td></td> <td>40</td> <td></td> <td></td> <td>17%</td>				40			17%
15       390       330       60       26%       26%         16       330       280       40       22%       22%         17       190       160       20       12%       13%         Army Cadet Force³       41 040       28 940       12 100       100%       100%         12       3 320       2 460       860       8%       9%         13       8 580       6 280       2 300       21%       22%         14       9 540       6 730       2 810       23%       23%         15       8 310       5 670       2 640       20%       20%         16       6 080       4 150       1 920       15%       14%         17       3 710       2 580       1 130       9%       9%         18       1 500       1 070       430       4%       4%         Air Training Corps⁴       33 590       24 420       9 170       100%       100%         13       5 040       3 980       1 050       15%       16%         14       7 060       5 380       1 680       21%       22%         15       7 870       5 480							25%
16       330       280       40       22%       22%         17       190       160       20       12%       13%         Army Cadet Force³       41 040       28 940       12 100       100%       100%         12       3 320       2 460       860       8%       9%         13       8 580       6 280       2 300       21%       22%         14       9 540       6 730       2 810       23%       23%         15       8 310       5 670       2 640       20%       20%         16       6 080       4 150       1 920       15%       14%         17       3 710       2 580       1 130       9%       9%         18       1 500       1 070       430       4%       4%         Air Training Corps⁴       33 590       24 420       9 170       100%       100%         13       5 040       3 980       1 050       15%       16%         14       7 060       5 380       1 680       21%       22%         15       7 870       5 480       2 390       23%       22%         16       6 220       4 300       1 930<							27%
Army Cadet Force³       41 040       28 940       12 100       100%       100%         12       3 320       2 460       860       8%       9%         13       8 580       6 280       2 300       21%       22%         14       9 540       6 730       2 810       23%       23%         15       8 310       5 670       2 640       20%       20%         16       6 080       4 150       1 920       15%       14%         17       3 710       2 580       1 130       9%       9%         18       1 500       1 070       430       4%       4%         Air Training Corps⁴       33 590       24 420       9 170       100%       100%         13       5 040       3 980       1 050       15%       16%         14       7 060       5 380       1 680       21%       22%         15       7 870       5 480       2 390       23%       22%         16       6 220       4 300       1 930       19%       18%         17       4 440       3 240       1 210       13%       13%							20%
Army Cadet Force³         41 040         28 940         12 100         100%         100%           12         3 320         2 460         860         8%         9%           13         8 580         6 280         2 300         21%         22%           14         9 540         6 730         2 810         23%         23%           15         8 310         5 670         2 640         20%         20%           16         6 080         4 150         1 920         15%         14%           17         3 710         2 580         1 130         9%         9%           18         1 500         1 070         430         4%         4%           Air Training Corps⁴         33 590         24 420         9 170         100%         10%           13         5 040         3 980         1 050         15%         16%           14         7 060         5 380         1 680         21%         22%           15         7 870         5 480         2 390         23%         22%           16         6 220         4 300         1 930         19%         18%           17         4 440							10%
12		1.00			7270	1070	1070
13       8 580       6 280       2 300       21%       22%         14       9 540       6 730       2 810       23%       23%         15       8 310       5 670       2 640       20%       20%         16       6 080       4 150       1 920       15%       14%         17       3 710       2 580       1 130       9%       9%         18       1 500       1 070       430       4%       4%         Air Training Corps <sup>4</sup> 33 590       24 420       9 170       100%       100%         13       5 040       3 980       1 050       15%       16%         14       7 060       5 380       1 680       21%       22%         15       7 870       5 480       2 390       23%       22%         16       6 220       4 300       1 930       19%       18%         17       4 440       3 240       1 210       13%       13%	Army Cadet Force <sup>3</sup>						100%
14       9 540       6 730       2 810       23%       23%         15       8 310       5 670       2 640       20%       20%         16       6 080       4 150       1 920       15%       14%         17       3 710       2 580       1 130       9%       9%         18       1 500       1 070       430       4%       4%         Air Training Corps <sup>4</sup> 33 590       24 420       9 170       100%       100%         13       5 040       3 980       1 050       15%       16%         14       7 060       5 380       1 680       21%       22%         15       7 870       5 480       2 390       23%       22%         16       6 220       4 300       1 930       19%       18%         17       4 440       3 240       1 210       13%       13%							7%
15       8 310       5 670       2 640       20%       20%         16       6 080       4 150       1 920       15%       14%         17       3 710       2 580       1 130       9%       9%         18       1 500       1 070       430       4%       4%         Air Training Corps <sup>4</sup> 33 590       24 420       9 170       100%       100%         13       5 040       3 980       1 050       15%       16%         14       7 060       5 380       1 680       21%       22%         15       7 870       5 480       2 390       23%       22%         16       6 220       4 300       1 930       19%       18%         17       4 440       3 240       1 210       13%       13%							19%
16       6 080       4 150       1 920       15%       14%         17       3 710       2 580       1 130       9%       9%         18       1 500       1 070       430       4%       4%         Air Training Corps <sup>4</sup> 33 590       24 420       9 170       100%       100%         13       5 040       3 980       1 050       15%       16%         14       7 060       5 380       1 680       21%       22%         15       7 870       5 480       2 390       23%       22%         16       6 220       4 300       1 930       19%       18%         17       4 440       3 240       1 210       13%       13%							23%
17       3 710       2 580       1 130       9%       9%         18       1 500       1 070       430       4%       4%         Air Training Corps <sup>4</sup> 33 590       24 420       9 170       100%       100%         13       5 040       3 980       1 050       15%       16%         14       7 060       5 380       1 680       21%       22%         15       7 870       5 480       2 390       23%       22%         16       6 220       4 300       1 930       19%       18%         17       4 440       3 240       1 210       13%       13%							22%
18       1 500       1 070       430       4%       4%         Air Training Corps <sup>4</sup> 33 590       24 420       9 170       100%       100%         13       5 040       3 980       1 050       15%       16%         14       7 060       5 380       1 680       21%       22%         15       7 870       5 480       2 390       23%       22%         16       6 220       4 300       1 930       19%       18%         17       4 440       3 240       1 210       13%       13%							16%
Air Training Corps <sup>4</sup> 33 590       24 420       9 170       100%       100%         13       5 040       3 980       1 050       15%       16%         14       7 060       5 380       1 680       21%       22%         15       7 870       5 480       2 390       23%       22%         16       6 220       4 300       1 930       19%       18%         17       4 440       3 240       1 210       13%       13%							9%
13     5 040     3 980     1 050     15%     16%       14     7 060     5 380     1 680     21%     22%       15     7 870     5 480     2 390     23%     22%       16     6 220     4 300     1 930     19%     18%       17     4 440     3 240     1 210     13%     13%	18	1 500	1 070	430	4%	4%	4%
13     5 040     3 980     1 050     15%     16%       14     7 060     5 380     1 680     21%     22%       15     7 870     5 480     2 390     23%     22%       16     6 220     4 300     1 930     19%     18%       17     4 440     3 240     1 210     13%     13%	Air Training Corna	22 500	24 420	0.470	4000/	4000/	4000/
14       7 060       5 380       1 680       21%       22%         15       7 870       5 480       2 390       23%       22%         16       6 220       4 300       1 930       19%       18%         17       4 440       3 240       1 210       13%       13%							<b>100%</b> 11%
15       7 870       5 480       2 390       23%       22%         16       6 220       4 300       1 930       19%       18%         17       4 440       3 240       1 210       13%       13%							18%
16     6 220     4 300     1 930     19%     18%       17     4 440     3 240     1 210     13%     13%							26%
17 4 440 3 240 1 210 13% 13%							20% 21%
							13%
1 740 1 200 540 5% 5%							
							6%
19 1 210 840 370 4% 3%		1 210	840	370	4%	<u> </u>	4%

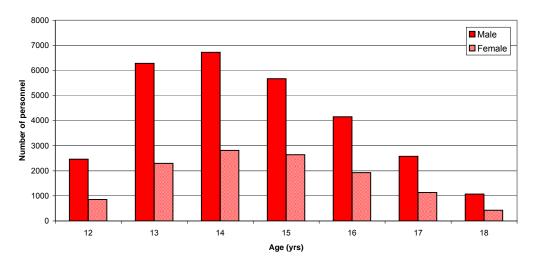
Source: DCDS Pers (RF&C), Single Services

- 1. Totals include all Community Cadets but exclude all Community Cadet Force Adult Volunteers.
- 2. The lower age limit for the Sea Cadet Corps is 10 years (12 for Royal Marines Cadets) and the upper age limit is their 18th birthday.
- 3. The lower age limit for the Army Cadet Force is 12 years and in Year 8 and the upper age limit is 18 years and 9 months.
- 4. The lower age limit for the Air Training Corps is 13 years and the upper age limit is their 20th birthday.

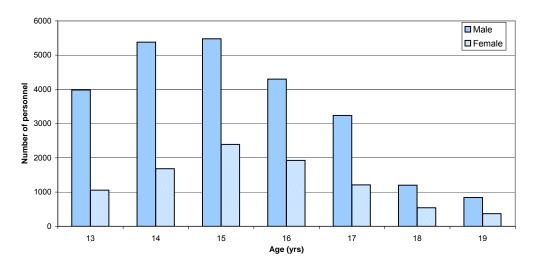
Graph 9.1: Sea Cadet Corps by age<sup>2</sup> and sex at 1 April 2014



Graph 9.2: Army Cadet Force by age<sup>3</sup> and sex at 1 April 2014



Graph 9.3: Air Training Corps by age<sup>4</sup> and sex at 1 April 2014



- 1. Totals include all Single Service Cadet Forces but exclude all Instructors.
- 2. The lower age limit for the Sea Cadet Corp is 12 years (13 for Royal Marines Cadets) and the upper age limit is their 18th birthday.
- 3. The lower age limit for the Army Cadet Force is 12 years and in Year 8 and the upper age limit is 18 years and 9 months.
- 4. The lower age limit for the Air Training Corps is 13 years and the upper age limit is their 20th birthday.

Table 10 - Strength of Combined Cadet Force Cadets<sup>1</sup> by Service, age<sup>2</sup> and sex, at 1 April 2014

	Number			Percentage in category			
	Total	Male	Female	Total	Male	Female	
Combined Cadet Force	42 950	30 200	12 750	100%	100%	100%	
12	250	170	80	1%	1%	1%	
13	3 710	2 580	1 120	9%	9%	9%	
14	10 400	7 290	3 110	24%	24%	24%	
15	12 260	8 520	3 740	29%	28%	29%	
16	8 520	5 980	2 540	20%	20%	20%	
17	5 360	3 850	1 520	12%	13%	12%	
18 and over	2 450	1 810	650	6%	6%	5%	
Naval Service	5 370	3 550	1 820	100%	100%	100%	
12	10	10	-	0%	0%	0%	
13	300	180	110	6%	5%	6%	
14	1 110	740	380	21%	21%	21%	
15	1 600	1 060	540	30%	30%	30%	
16	1 210	800	410	23%	23%	22%	
17	800	530	280	15%	15%	15%	
18 and over	340	230	100	6%	7%	6%	
of which:							
Royal Navy	4 610	2 870	1 740	100%	100%	100%	
12	10	10	-	0%	0%	0%	
13	280	170	110	6%	6%	6%	
14	1 010	640	370	22%	22%	21%	
15	1 370	860	510	30%	30%	29%	
16	1 000	620	390	22%	22%	22%	
17	680	410	260	15%	14%	15%	
18 and over	260	160	100	6%	6%	6%	
Royal Marines	770	680	80	100%	100%	100%	
12	-	-	-	0%	0%	0%	
13	20	20	-	3%	3%	0%	
14	100	100	10	13%	14%	10%	
15	230	200	30	30%	30%	34%	
16	210	180	20	27%	27%	26%	
17	130	110	20	17%	17%	18%	
18 and over	80	70	10	10%	10%	0%	
Army	28 880	20 160	8 730	100%	100%	100%	
12	200	140	60	1%	1%	1%	
13	2 860	1 980	880	10%	10%	10%	
14	7 320	5 090	2 230	25%	25%	26%	
15	8 130	5 590	2 540	28%	28%	29%	
16	5 500	3 840	1 660	19%	19%	19%	
17	3 350	2 400	950	12%	12%	11%	
18 and over	1 520	1 110	410	5%	6%	5%	
Royal Air Force	8 690	6 490	2 200	100%	100%	100%	
12	40	20	10	0%	0%	0%	
13	550	420	130	6%	6%	6%	
14	1 970	1 460	500	23%	23%	23%	
15	2 540	1 880	660	29%	29%	30%	
16	1 800	1 330	470	21%	20%	21%	
17	1 200	910	290	14%	14%	13%	
18 and over	590	460	130	7%	7%	6%	
				urce: DCDS Pe			

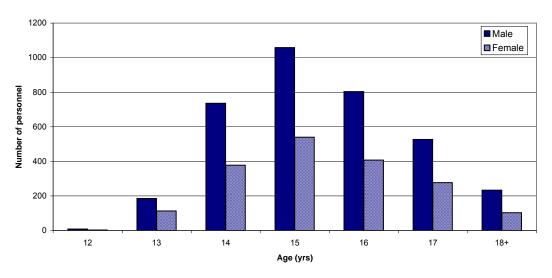
Source: DCDS Pers (RF&C), Single Services

<sup>1.</sup> Totals include all Combined Cadet Force Cadets but exclude all Combined Cadet Force Adult Volunteers.

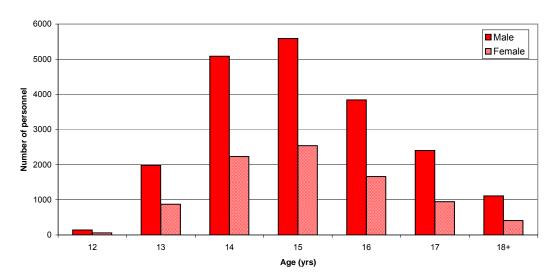
<sup>2.</sup> The lower age limit for the Combined Cadet Force is 12 years old and the upper age limit relates to the end of the summer holidays of their final year of school.

<sup>-</sup> denotes zero or rounded to zero, percentages are not shown.

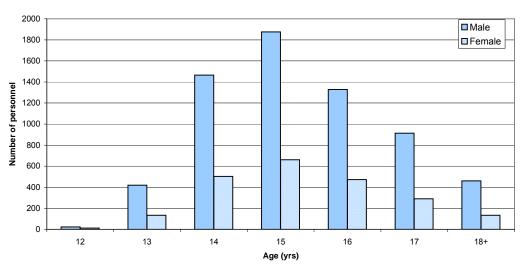
Graph 10.1: Naval Service Cadets by age and sex at 1 April 2014



Graph 10.2: Army Cadets by age and sex at 1 April 2014



Graph 10.3: Royal Air Force Cadets by age and sex at 1 April 2014



- 1. Totals include all Combined Cadet Forces Cadets but exclude all Combined Cadet Force instructors.
- 2. The lower age limit for the Combined Cadet Force is 12 years old and the upper age limit relates to the end of the summer holidays of their final year of school.

Table 11a - Strength of Community Cadet Force Adult Volunteers (CFAV) by Service and sex, at 1 April 2014

	Number			Percentage in category		
	Total	Male	Female	Total	Male	Female
Community Cadet Forces Adult Volunteers	25 790	18 350	7 440	100%	100%	100%
Uniformed Adult Volunteer	16 670	12 350	4 320	65%	67%	58%
Non-Uniformed Adult Volunteer	9 120	6 010	3 120	35%	33%	42%
Sea Cadet Corps	5 920	3 810	2 110	100%	100%	100%
Uniformed Adult Volunteer	3 960	2 750	1 210	67%	72%	57%
Non-Uniformed Adult Volunteer	1 960	1 060	900	33%	28%	43%
Army Cadet Force	9 440	6 790	2 650	100%	100%	100%
Uniformed Adult Volunteer	8 390	6 210	2 180	89%	91%	82%
Non-Uniformed Adult Volunteer	1 060	580	470	-	-	-
Air Training Corps	10 430	7 750	2 680	100%	100%	100%
Uniformed Adult Volunteer	4 320	3 390	940	41%	44%	35%
Non-Uniformed Adult Volunteer	6 110	4 360	1 750	59%	56%	65%

Source: DCDS Pers (RF&C), Single Services

Table 11b - Strength of Combined Cadet Force Adult Volunteers (CFAV) by Service and sex, at 1 April 2014

	Number			Percentage in category		
	Total	Male	Female	Total	Male	Female
Combined Cadet Force Adult Volunteers	2 810	2 040	770	100%	100%	100%
Naval Service	460	320	140	100%	100%	100%
Uniformed Adult Volunteer	380	270	110	84%	86%	80%
Non-Uniformed Adult Volunteer	70	50	30	16%	14%	20%
Royal Navy	420	280	140	100%	100%	100%
Uniformed Adult Volunteer	350	240	110	83%	85%	81%
Non-Uniformed Adult Volunteer	70	40	30	17%	15%	19%
Royal Marines	40	30	-	100%	100%	100%
Uniformed Adult Volunteer	30	30	-	92%	94%	50%
Non-Uniformed Adult Volunteer	-	-	-	8%	6%	50%
Army	1 700	1 280	420	100%	100%	100%
Uniformed Adult Volunteer	1 450	1 120	330	85%	87%	79%
Non-Uniformed Adult Volunteer	250	160	90	15%	13%	21%
Royal Air Force	650	440	210	100%	100%	100%
Uniformed Adult Volunteer	630	420	210	97%	95%	100%
Non-Uniformed Adult Volunteer	20	20	-	3%	5%	0%

Source: DCDS Pers (RF&C), Single Services

## **Glossary of Terms and Abbreviations**

Active Regular Reserve are Regular Reserve personnel who have applied to return to military Service on a fixed term reserve contract. Active Regular Reserve comprises mobilised Regular Reserve, and Regular Reserve personnel serving on Additional Duties Commitment (ADC) and Full Time Reserve Service (FTRS) contracts. Although it is possible for Regular Reserve to be on a High Readiness Reserve (HRR) contract, in practice this rarely happens. Active Regular Reserve personnel do not count towards the Future Reserve 2020 targets.

**Additional Duties Commitment** (ADC) personnel are volunteer reserve or regular reserve personnel who undertake part-time work with the Armed Forces. This could be with a Regular or Reserve Unit, or within a headquarters establishment. The minimum commitment is 13 weeks - at least one day a week throughout this period.

**Air Training Corps** aims to promote and encourage an interest in aviation and the Royal Air Force among young people up to the age of 20, by providing training which will be useful in the services and civilian life. The ATC is a voluntary youth organisation that encourages and develops qualities of leadership and good citizenship.

**Army Cadet Force** is one of the country's largest voluntary youth organisations. It is also one of the oldest, having celebrated its 150<sup>th</sup> anniversary in 2010. The ACF offers young people up to the age of 18 years 9 months a broad range of challenging, educational and adventurous activities which help them develop physically, mentally and socially.

**Army Reserve (Group A)** are the element of the Army Volunteer Reserve that are counted towards the Future Reserve 2020 (FR20) programme. Army Reserve (Group A) includes mobilised and High Readiness Reserves, plus Army Reserve personnel serving on ADC contracts. Army Volunteer Reserve personnel serving on FTRS and NRPS contracts, plus UOTC and EFI personnel, are excluded from the Army Reserve (Group A) FR20 population. The FR20 trained strength target for the Army is 30,000 personnel.

**Black and Minority Ethnic** In 2010 the term "Black and Minority Ethnic" was introduced by the Cabinet Office, replacing "Ethnic Minority" as the term referring to those who self-identify their ethnicity as being other than white, including those of mixed ethnicity (inclusive of partially white ethnicity). See also **Ethnic Origin** 

#### **BME** see **Black and Minority Ethnic**.

**Cadets** The Ministry of Defence sponsors and supports four cadet forces (voluntary youth organisations). They offer challenging activities for young people and prepare them to play an active part in the community while developing valuable life skills. No member of the cadet forces is liable for military call up. The cadet forces comprise:

- Sea Cadets
- Army Cadet Force
- Air Training Corps
- Combined Cadet Force

Cadet Force Adult Volunteers The Cadet Forces could not exist without the support of adults who volunteer to help train cadets, run meetings, activities and events. They give cadets the chance to get involved in activities ranging from canoeing to rock climbing, navigation to flying, and first aid to Duke of Edinburgh's Award. No previous military experience is necessary and adult volunteers are not liable for military call up.

**Combined Cadet Force** is a unique educational partnership which operates in schools across the UK. Through military-themed activities, cadets have the opportunity to develop skills such as leadership, self-reliance, resourcefulness, endurance and perseverance. CCF contingents contain one or more sections from the Army, Royal Navy, Royal Marines or the Royal Air Force, and promote the aims and values of the services they represent.

**Ethnic Origin** is the ethnic grouping to which a person has indicated that they belong. The classifications used were revised for the 2001 Census of Population when a classification of nationality was also collected. These revised definitions were also used to re-survey members of the Armed Forces and the Civil Service in 2001-02.

FTRS (Full-Time Reserve Service) are personnel who fill Service posts for a set period on a full-time basis (this is different from mobilisation) while being a member of one of the Reserve Forces, either as an ex-regular or as a volunteer. An FTRS reservist on:

- Full Commitment (FC) fulfils the same range of duties and deployment liability as a regular Service person;
- Limited Commitment (LC) serves at one location but can be detached for up to 35 days a vear:
- Home Commitment (HC) is employed at one location and cannot be detached elsewhere.

Each Service uses FTRS personnel differently:

- The Naval Service predominantly uses FTRS to backfill gapped regular posts. However, they
  do have a small number of FTRS personnel that are not deployable for operations overseas.
  There is no distinction made in terms of fulfilling baseline liability posts between FTRS Full
  Commitment (FC), Limited Commitment (LC) and Home Commitment (HC).
- The Army employ FTRS(FC) and FTRS(LC) to fill Regular Army Liability (RAL) posts as a substitute for regular personnel for set periods of time. FTRS(HC) personnel cannot be deployed to operations and are not counted against RAL.
- The RAF consider that FTRS(FC) can fill Regular RAF Liability posts but have identified separate liabilities for FTRS(LC) and FTRS(HC).

**Future Reserve 2020 (FR20) programme** was set out in the White Paper "Reserves in the Future Force 2020: Valuable and Valued" published in July 2013. The programme aims to increase the size of the Reserve Forces by 2020 in line with the Whole Force concept, which aims to provide a more integrated balance of regular and reservist military personnel, by increasing the proportion of reserve personnel relative to the Regular Force. The programme has set Volunteer Reserve personnel targets to be met by 2020.

**High Readiness Reserves** (HRR) can be drawn from the Regular Reserves or the Volunteer Reserves. These are individuals who may be trained to a higher standard and who accept an increased liability for call-out, for which they receive an annual payment. This agreement is designed to meet the requirement for skills that may be needed early in a crisis and provides greater assurance of availability within a set period of time. The agreement of the employer is required before an individual can be accepted as an HRR.

**Joint Personnel Administration** (JPA) is the system used by the Armed Forces to deal with matters of pay, leave and other personnel administrative tasks. JPA replaced a number of single-Service IT systems and was implemented in April 2006 for RAF, November 2006 for Naval Service and April 2007 for Army.

Liability is the requirement for Armed Forces personnel. See Requirement

**Maritime Reserve** is the Volunteer Reserve element of the Naval Service that count towards the Future Reserve 2020 (FR20) programme. They comprise the Royal Naval Reserve and the Royal Marine Reserve and include mobilised and High Readiness Maritime Reserve personnel, plus Maritime Reserve personnel serving on FTRS and ADC contracts. The FR20 Trained Strength target for the Maritime Reserve is 3,100.

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

**Mobilised Reservists** are Volunteer or Regular Reserves who have been called into permanent service with the Regular Forces on military operations under the powers outlined in the Reserve Forces Act 1996. Call-out orders will be for a specific amount of time and subject to limits (e.g. under a call-out for warlike operations (Section 54), call-out periods should not exceed 12 months, unless extended.)

#### MOD see Ministry of Defence.

**Naval Service Reserve Force** is the total amount of all reserve forces personnel in the Naval Service. It comprises the Royal Fleet Reserve, the Maritime Reserve, the Sponsored Reserve, and the University Royal Naval Units. It includes trained and untrained personnel.

Non Regular Permanent Staff (NRPS) are members of the Army Volunteer Reserve Force employed on a full time basis. The NRPS comprises Commissioned Officers, Warrant Officers, Non Commissioned Officers and soldiers posted to units to assist with the training, administrative and special duties within the Army Reserve. Typical jobs are Permanent Staff Administration Officer and Regimental Administration Officer. Since 2010, these contracts are being discontinued in favour of FTRS (Home Commitment) contracts. NRPS are not included in the Future Reserves 2020 Volunteer Reserve population as they have no liability for call out.

Officer An officer is a member of the Armed Forces holding the Queen's Commission to lead and command elements of the forces. Officers form the middle and senior management of the Armed Forces. This includes ranks from Sub-Lt/2nd Lt/Pilot Officer up to Admiral of the Fleet/Field Marshal/Marshal of the Royal Air Force, but excludes Non-Commissioned Officers.

**Other Ranks** are members of the Armed Forces who are not Officers (but Other Ranks do include Non-Commissioned Officers). The equivalent group in the Royal Navy is known as "Ratings".

#### Phase 1 Training see Trained Strength

#### **Phase 2 Training see Trained Strength**

RAuxAF see Royal Auxiliary Air Force

**Regular Reserve** the Regular Reserve Force comprises the Royal Fleet Reserve, Army Regular Reserve and Royal Air Force Regular Reserve. Regular Reserve personnel are former members of a Regular force who retain a liability (obligation) to be called up for Service in times of need. Duration of liability is determined by their previous contract type, length of Regular service and reason for leaving. If ex-Regular service personnel go on to join the Volunteer Reserve forces, they will be counted as members of the Volunteer Reserves.

RFR see Royal Fleet Reserve

RMR see Royal Marine Reserve.

RNR see Royal Naval Reserve.

**Royal Air Force** (RAF) is the aerial defence force of the UK.

**Royal Air Force Reserve Force** is the total amount of all reserve forces personnel in the Royal Air Force. It comprises regular and volunteer reserve personnel, plus sponsored reserve, and the University Air Squadrons.

**Royal Auxiliary Air Force** (RAuxAF) is the element of the RAF Volunteer Reserve that counts towards the Future Reserve 2020 (FR20) programme. It includes mobilised and RAuxAF personnel on High Readiness Reserve (HRR) contracts. RAF Volunteer Reserve personnel serving on ADC and FTRS contracts are not included in the FR20 population. The RAuxAF FR20 trained strength target is 1,800 personnel.

Royal Fleet Auxiliary (RFA) is a civilian manned fleet owned by the MOD, which supports Royal Navy ships around the world, supplying warships with fuel, ammunition and supplies. Although all RFA personnel are MoD civilians, in addition to their civilian status, since 2007, a large proportion of RFA personnel have also become Royal Naval Reserve sponsored reserves. In a combat situation, this sponsored reserve status is activated to ensure that personnel are protected by the Geneva Convention. RFA personnel on sponsored reserve contracts are reported in this publication as a subset of the RNR sponsored reserve. These RFA sponsored reserve personnel are also reported in the Quarterly Civilian Personnel Report, which publishes statistics on the whole of the RFA population.

**Royal Fleet Reserve** (RFR) is the Regular Reserve element of the Naval Service. It comprises ex-Regular Royal Navy and Royal Marines personnel who retain a liability to be called up for military service in times of need. They include mobilised RFR personnel as well as RFR personnel serving on FTRS and ADC contracts. For more information see **Regular Reserves**.

**Royal Marine Reserve** (RMR) is the Volunteer Reserve element of the Royal Marines. Together with the Royal Naval Reserve they make up the **Maritime Reserve**.

**Royal Naval Reserve** (RNR) is the Volunteer Reserve element of the Royal Navy. Together with the Royal Marine Reserve they make up the **Maritime Reserve**.

**Sea Cadets** (including Royal Marines cadets) aims to give young people up to the age of 18, the best start in life through adventurous nautical activity. Sea Cadets is a voluntary youth organisation which is sponsored by and follows the customs and traditions of the Royal Navy.

**Sponsored Reserves** were created by the Reserve Forces Act 1996, and are members of a civilian workforce who deliver support to UK Forces under a contract or agreement with the MOD. They deliver this support in peacetime as civilians and continue to deliver it as a member of the reserve forces when there is a requirement to do so during military operations. They provide a range of capabilities including transportation and engineering that are not cost effective to maintain within either the regular or volunteer reserve force.

**Strength** is defined as the number of personnel (for each Service it is partially determined by its requirements)

**Territorial Army** In line with changes set out in Reserves in the Future Force 2020; the MOD has renamed the Territorial Army to the Army Reserve to "reflect the significant changes in its role and its integration into the Whole Force" in the near future.

Trained Strength comprises military personnel who have completed Phase 1 and 2 training.

- Phase 1 training includes all new entry training to provide basic military skills.
- **Phase 2** training includes initial individual specialisation, sub-specialisation and technical training following Phase 1 training prior to joining the trained strength.

**UK Regulars** are full time Service personnel, including Nursing Services, but excluding FTRS personnel, Gurkhas, Naval activated Reservists, mobilised Reservists, Military Provost Guarding Service (MPGS), Locally Engaged Personnel (LEP), and Non Regular Permanent Service (NRPS). Unless otherwise stated, includes trained and untrained personnel.

**University Officer Cadet** is an entrant from civil life to the officer corps of the Armed Forces, who is accepted into one of the Reserve Forces prior to starting a university course. Officer Cadets comprise the University Officer Training Corps (UOTC), University Royal Naval Units (URNU), and University Air Squadrons (UAS). Officer Cadets partake in military exercises, adventurous training, community projects, and expeditions. They receive payment for any activities they take part in, however they have no call out liability and are under no obligation to join the full time Armed Forces upon completion of their cadetship.

**University Royal Naval Units** (URNU) are a Royal Navy training establishment connected to a university. The aim of the URNU is to provide an insight into Naval life for undergraduates. Each URNU has land based facilities close to the university plus a dedicated training vessel. Members get paid for any training activities they participate in, however there is no obligation to join the Naval Service upon graduation.

**University Air Squadrons** (UAS) offer flying training to undergraduates and a chance to experience life in the Royal Air Force. Undergraduates are paid for any training activities they take part in, however there is no obligation to sign up to the Royal Air Force upon graduation.

**University Officer Training Corps** (UOTC). The mission of the UOTC is to develop the leadership potential of selected university students and raise awareness of the Army ethos. Each UOTC is an independent with its own cap badge, customs and traditions. Members of the UOTC are paid to participate in training activities, but have no obligation to join the Armed Forces when they leave university.

Untrained strength comprises military personnel who have yet to complete Phase 2 training.

**Volunteer Reserves** comprise the Maritime Reserve, the Army Reserve and the Royal Auxiliary Air Force. They are members of society who voluntarily accept a liability to attend training with the Armed Forces on a part-time basis (usually conducted during evenings and weekends) and to be mobilised to deploy on operations alongside the Regular Force. As they are at a known level of readiness they are usually the first reservists who are called on for operations. The Volunteer Reserve also includes personnel with capabilities or skills that cannot be held economically within the Regular Force or are better drawn from the civil sector, for example personnel with specialist IT or medical skills.