



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

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

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

Key Points and Trends

Gender

- ◀▶ **10.2%** **Female representation in the UK Regular Forces**
at 1 October 2016
This has remained stable since 1 October 2015 (10.1%), this is part of a longer term increasing trend.
- ◀▶ **13.8%** **Female representation in the Future Reserves 2020**
at 1 October 2016
This has remained stable compared with 1 October 2015 (13.6%)
- 11.5%** **Of total intake into the combined UK Regular Forces and the Future Reserves 2020 were female**
in the 12 months to 30 September 2016
(A 15.0 per cent Female Intake Target for 2020 has been set - see page 4)

Ethnicity

- ◀▶ **7.0%** **Black, Asian and Minority Ethnic (BAME) representation in the UK Regular Forces**
at 1 October 2016
This has remained stable since 1 October 2015 (7.0%)
- ◀▶ **5.3%** **BAME representation in the Future Reserves 2020**
at 1 October 2016
This has remained stable since 1 October 2015 (5.1%), this is part of a longer term increasing trend.
- 5.8%** **Of total intake into the combined UK Regular Forces and Future Reserves 2020 were BAME**
in the 12 months to 30 September 2016
(A 10.0 per cent BAME Intake Target for 2020 has been set - see page 4)

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Background quality report: www.gov.uk/government/statistics/tri-service-personnel-bulletin-background-quality-reports

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

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¹Nationality strength statistics and all intake and outflow statistics by diversity characteristics are not

A full glossary and other supporting documents are available at:

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

Supplementary tables containing further statistics can be found at:

<https://www.gov.uk/government/statistics/uk-armed-forces-biannual-diversity-statistics-2016>

Introduction

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

The MOD announced on 29th June 2016 that it was changing the Army trained, disciplined manpower by changing the definition of trained strength to include those in the Army who have completed Phase 1 training. This affects some Tri-Service totals but does not affect the Naval Service or the RAF in any way. The MOD held a public consultation on SDR Resilience: Trained strength definition for the Army and resultant changes to Ministry of Defence Armed Forces personnel statistics, between 11 July and 21 August 2016, the response to which was published on 7 November 2016. The changes outlined in the consultation and response have been incorporated into this publication from this edition onwards. This does not affect figures in this PDF but does affect some statistics in the accompanying Excel tables, specifically tables: 5a and 12a.

Detailed statistics and historic time series can be found in the **Excel tables** which accompany this report; further historic statistics will be added in due course. In the meantime, historic statistics can be found in the following archived publications: **Monthly**, **Quarterly** and **Annual** Personnel Reports, **UK Reserve Forces and Cadets**, **Service Personnel Bulletin 2.01**, **Service and Civilian Bulletin 2.03**, **UK Armed Forces Maternity Report**, **Diversity Dashboard (Military)** and **Quarterly Location Statistics**. The **glossary** contains definitions of terminology used in this publication. The next edition of this publication will be published on GOV.UK at 9:30am on 25th May 2017. A calendar of upcoming MOD statistical releases can be found on **GOV.UK**.

A National Statistics publication

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

Designation can be broadly interpreted to mean that the statistics:

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

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

Background and Context

Diversity statistics are reported to meet the Department's obligations under the Public Sector Equality Duty to provide information on its workforce in relation to the protected characteristics identified by the Equality Act 2010. Further information relating to the Public Sector Equality Duty can be found at: <http://www.equalityhumanrights.com/advice-and-guidance/public-sector-equality-duty/>

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

Army Trained Strength

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

From this (1 October 2016) publication onwards, Army personnel who have completed Phase 1 training (basic Service training) but not Phase 2 training (trade training), are considered Trained personnel. This change will enable the Army to meet the SDSR 15 commitment to improve support to UK resilience. The Trained Strength definition for the Royal Navy, RAF, Maritime Reserve and RAF Reserves has not changed, reflecting the requirement for their personnel to complete Phase 2 training to be able to fulfil the core function of their respective Services.

Recent changes to the structure of the UK Armed Forces

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

On 23rd November 2015, the MoD published the National Security Strategy and Strategic Defence and Security Review 2015. SDSR 2015 outlines plans to uplift the size of the Regular Armed Forces, setting targets for a strength of 82,000 for the Army, and increasing the Royal Navy/Royal Marines (RN/RM) and RAF by a total of 700 personnel. The **SDSR 2015 Defence Key Facts** booklet announced new targets for 2020 for each of the Services.

In parallel, there have been increases in the Reserve populations; the **Future Reserves 2020 (FR20) programme** aims to increase the size of the Reserve Forces. Further personnel statistics and information on these changes can be found in **Monthly Service Personnel Statistics**.

Gender

The Prime Minister announced on 8 July 2016 that the exemption on women serving in ground close combat roles would be lifted. Roles that were previously excluded to women were the Royal Marines General Service, the Household Cavalry and Royal Armoured Corps, the Infantry and the Royal Air Force Regiment. From November 2016 women will be able to join the Royal Armoured Corps, both Regular and Reserve. The remaining ground close combat roles will open to women in late 2018, once additional health mitigations are in place. The Armed Forces are exempt from elements of the employment provisions of the Equality Act 2010 for reasons of combat effectiveness.

Ethnic origin and Nationality

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

More recently, this residency requirement has been waived to allow for 200 Commonwealth citizens per annum to be recruited to fill a limited number of roles in the Regular Armed Forces which require specialist skills. For further information, see the written statement by Minister of State for the Armed Forces on 12 May 2016 and the links below.

<http://www.parliament.uk/business/publications/written-questions-answers-statements/written-statement/Commons/2016-05-12/HCWS726/>

www.gov.uk/government/news/uk-residency-rules-for-armed-forces-recruits

www.gov.uk/government/publications/armed-forces-arf/armed-forces-arf--2

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

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

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

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

Measuring Performance Against the 2020 Diversity Intake Targets

Background

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

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

The 2020 targets are:

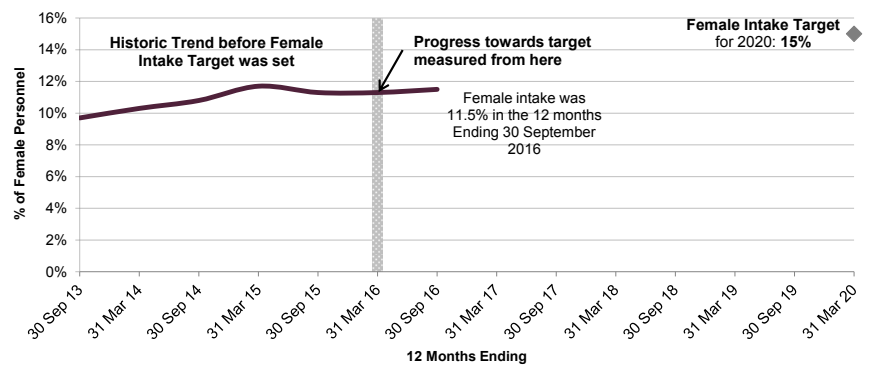
- To increase female personnel to 15 per cent of total intake by 2020. This target has been set by the Minister of State for the Armed Forces.
- To increase Black, Asian and Minority Ethnic (BAME) personnel to at least 10 per cent of total intake by 2020, and on the way to 20 per cent. This target was set by the Prime Minister as part of the wider BAME 2020 Vision.

This statistical release includes monitoring of progress against these targets. Statistics are for the 12 months ending 30 September 2016. Statistics on ethnic origin are self-declared by personnel and are as recorded on the Joint Personnel Administration (JPA) database. Please see Excel Tables 28 and 29 and the single departmental plan for more information: <https://www.gov.uk/government/publications/mod-single-departmental-plan-2015-to-2020/single-departmental-plan-2015-to-2020>

Female Intake

Since the 12 months ending 31 March 2016, when target monitoring began, the proportion of females joining the UK Regular Forces and Future Reserves 2020 has increased by 0.2 percentage points, as shown Figure 1.

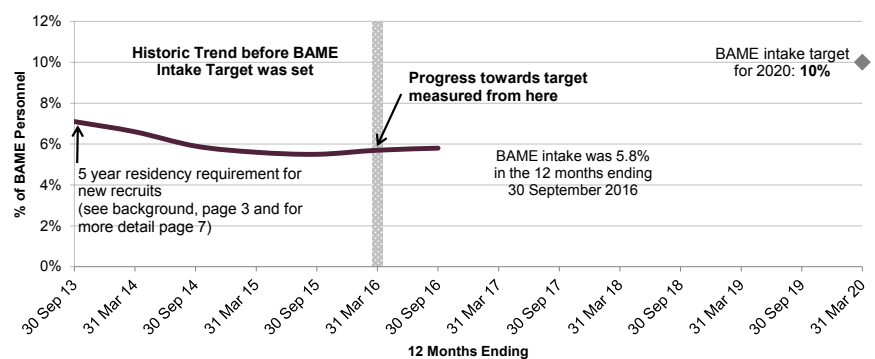
Figure 1: Progress Against Female Intake 2020 Target



BAME Intake

Since the 12 months ending 31 March 2016, when target monitoring began, the proportion of BAME personnel joining the UK Regular Forces and Future Reserves 2020 has increased by 0.1 percentage points, as shown in Figure 2.

Figure 2: Progress Against BAME Intake 2020 Target



A total of 95.8 per cent of intake into the UK Regular Forces and the Future Reserves 2020 combined, had a known ethnicity on intake, in the 12 months to 30 September 2016.

Notes

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

Gender

UK Regular Forces and Future Reserves 2020 Strengths

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

At 1 October 2016 10.2 per cent of the UK Regular Forces were female (15,280 personnel), remaining stable since October 2015. Figure 3 shows that the RAF has the greatest proportion of female personnel followed by the RN/RM and the Army. This is partly explained by restrictions on roles available to women and the nature of the roles in each of the Services (see Background, page 3).

In comparison, 13.8 per cent of the Future Reserves 2020 were female (4,890 personnel), 3.6 percentage points higher than the UK Regular Forces. The number of females in the Future Reserve 2020 has increased at the same rate as the males and as a result the proportion of females has remained fairly stable since 1 October 2012. This is mainly due to the Future Reserves 2020 programme plans to increase the size of the Reserve Forces.

Figure 3: Females in the UK Regular Forces and Future Reserves 2020, at 1 October 2016

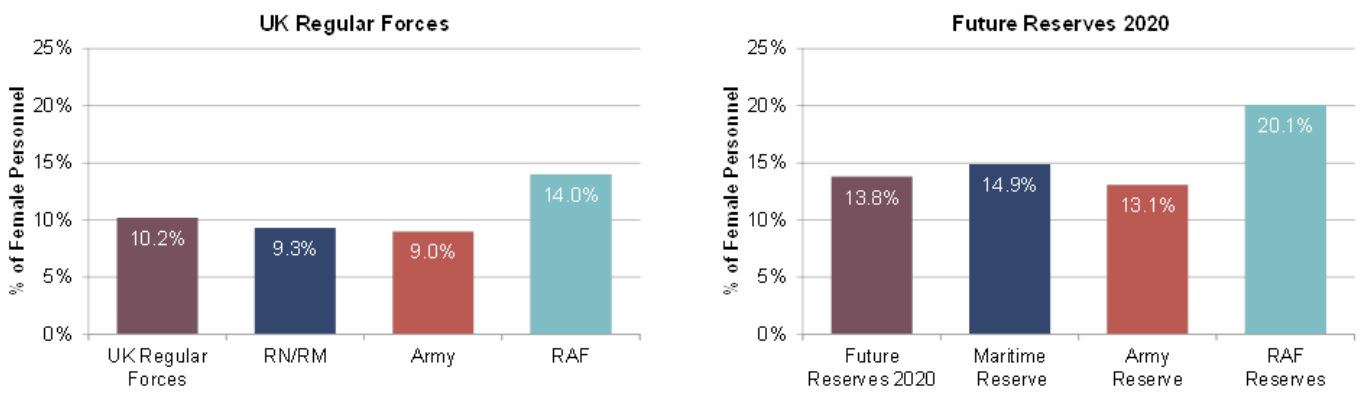
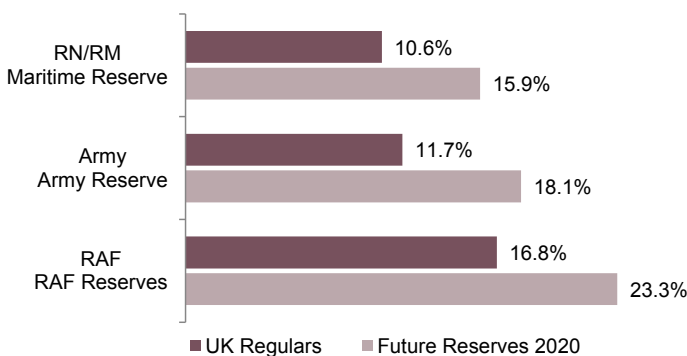


Figure 3 shows that the RAF has the greatest female representation for both UK Regular Forces and the Future Reserves 2020.

Figure 4: Percentage of Officers who are Female, as at 1 October 2016



At 1 October 2016, there was a greater proportion of female Officers in the Future Reserves 2020 (18.0 per cent) than the UK Regular Forces (12.9 per cent).

Compared with the UK Regular Forces, the Future Reserves 2020 has a higher female representation of Officers in every Service as shown in Figure 4. This trend has stayed constant since October 2012.

Since April 2012, the proportion of female Officers in the UK Regular Forces has increased by 0.5 percentage points. In the UK Regular Forces there is a general trend of lower proportions of female personnel in the higher ranks within both Officers and Other Ranks. Possible explanations for this include the length of time it takes to reach senior ranks and historical barriers to entry and progression which are in the process of being removed.

In the Future Reserves 2020 there has been a sharp increase of 6.6 percentage points in the proportion of female Officers in the RAF Reserve whilst the Maritime Reserve and the Army Reserve have decreased by 2.0 and 0.8 percentage points respectively, since 1 October 2012.

Gender

Intake and Outflow UK Regular Forces

In the 12 months to 30 September 2016, 1,340 female personnel joined the UK Regular Forces; 9.8 per cent of total intake. This has remained stable compared with the 12 months to 30 September 2015. Intake of female personnel is higher for Officers (16.5 per cent), than for Other Ranks (9.0 per cent).

In the 12 months to 30 September 2016, female intake was:

- ⇒ 270 personnel (8.7 per cent) into the RN/RM
- ⇒ 740 personnel (8.9 per cent) into the Army
- ⇒ 320 personnel (14.8 per cent) into the RAF

Figure 5 shows that whilst more female personnel are leaving the UK Regular Forces than are joining, which is in-line with the wider trend for the UK Regular

Forces, the difference has markedly decreased in recent years. In the 12 months to 31 March 2013 there was a net outflow of 760 female personnel, which has decreased to a net outflow of 120 in the 12 months to 30 September 2016. This translates to a 83.6 per cent decrease.

Female personnel accounted for 9.4 per cent of all outflow from the UK Regular Forces in the 12 months to 30 September 2016, a slight increase of 0.2 percentage points compared with the 12 months to 30 September 2015 (9.2 per cent).

Future Reserves 2020

In the 12 months to 30 September 2016, 1,060 female personnel joined the Future Reserves 2020; this is 14.6 per cent of total intake. Intake of female personnel is higher for Officers (16.9 per cent), than for Other Ranks (14.4 per cent).

Figure 6: Female Intake to and Outflow from the Future Reserves 2020

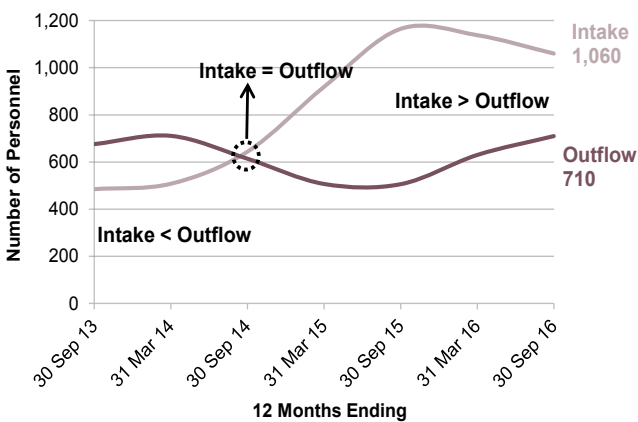


Figure 6 shows that the number of female personnel joining the Future Reserves 2020 (intake) was initially lower than the number of females leaving (outflow). A crossover occurred in the 12 months to 30th September 2014, since this intake of female personnel has remained greater than outflow.

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

Figure 5: Female Intake to and Outflow from the UK Regular Forces

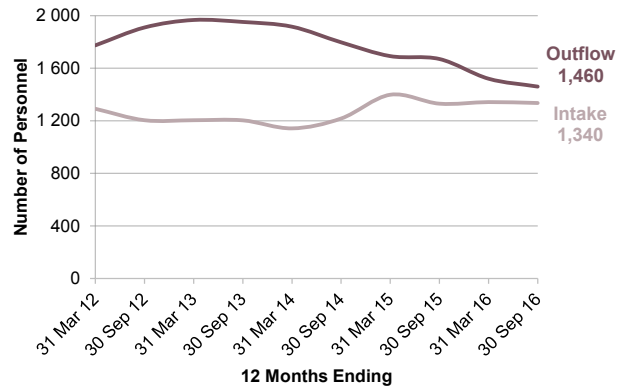


Figure 6 shows that the number of females joining the Future Reserves 2020 has risen by 580 personnel since the 12 months to 30 September 2013. This is mainly a result of the Future Reserve 2020 programme plans to increase the size of the Reserve Forces (see background page 3).

In the 12 months to 30 September 2016, female intake was:

- ⇒ 170 personnel (18.0 per cent) into the Maritime Reserve
- ⇒ 720 personnel (13.0 per cent) into the Army Reserve
- ⇒ 160 personnel (22.5 per cent) into the RAF Reserves

Ethnic Origin and Nationality

UK Regular Forces and Future Reserves 2020 Strengths

Black, Asian and Minority Ethnic (BAME) personnel accounted for 7.0 per cent of the UK Regular Forces (10,470 personnel), at 1 October 2016. Since 2009, Gurkha personnel have been able to transfer into the Army; this can partially explain the larger proportion of BAME personnel in the Army compared with the other UK Regular Services, see Figure 7.

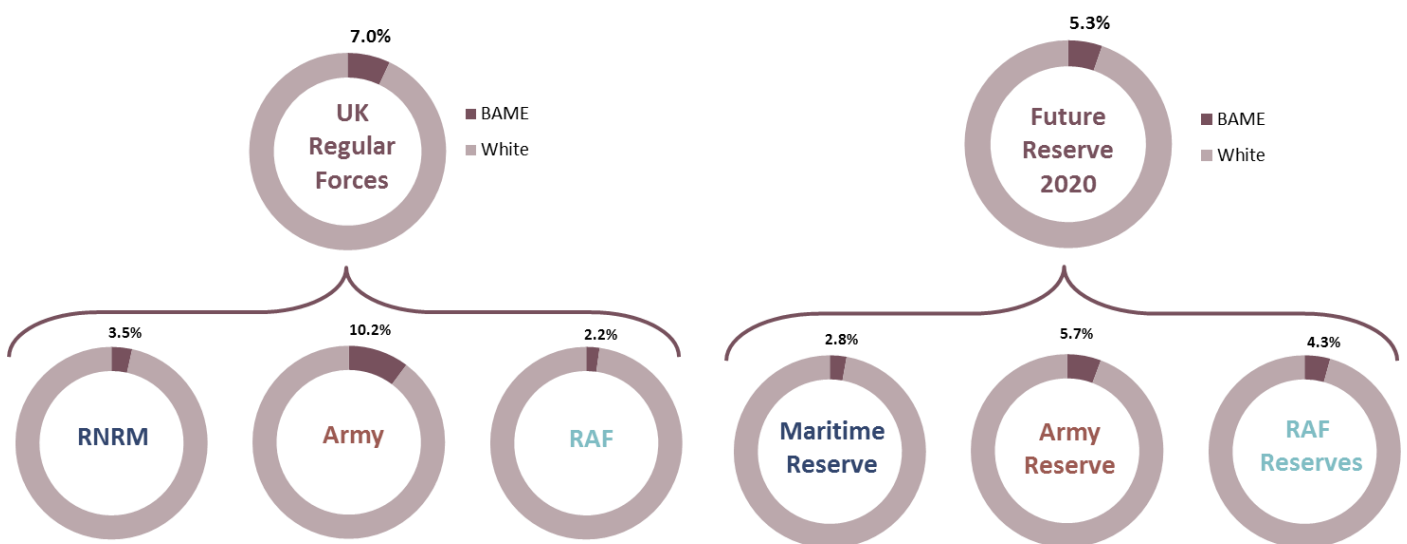
As at 1 October 2016, 5.3 per cent of the Future Reserves 2020 (1,870 personnel) declared a BAME ethnicity. For both the UK Regular Forces and the Future Reserves 2020, the Army and Army Reserve have the greatest proportion of BAME personnel; accounting for more than 80.0 per cent of all BAME personnel.

At 1 October 2016, 95.6 per cent of the UK Regular Forces and 98.3 per cent of the Future Reserves 2020 had a UK Nationality. The difference in Nationality between the UK Regular Forces and the Future Reserves 2020 can partially be explained by different eligibility requirements, (see background page 3).

Declaration of **ethnic origin** is not mandatory for Armed Forces personnel. These statistics relate to personnel with a **known** ethnicity. At 1 October 2016, the percentage of personnel who declared an ethnicity was:

UK Regulars	99.1%
Future Reserves 2020	98.7%

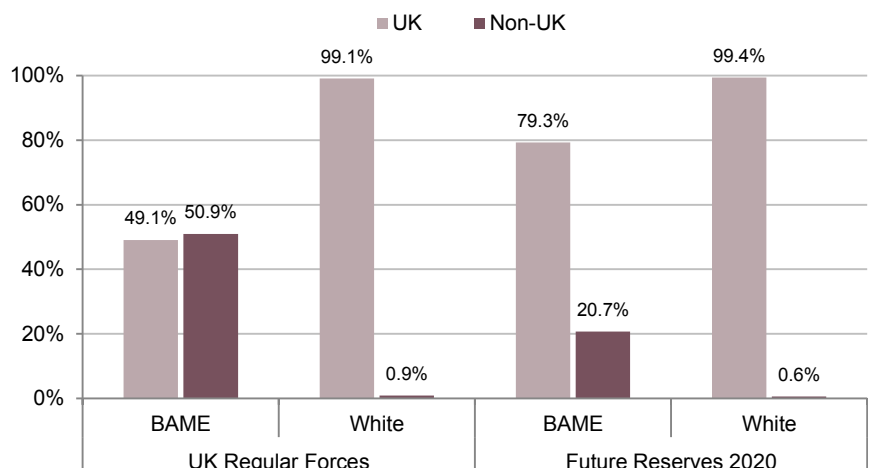
Figure 7: Ethnicity of UK Regular and Future Reserves 2020 Personnel as at 1 October 2016



At 1 October 2016, BAME personnel represented:

- ⇒ 2.4 per cent of Officers and 8.0 per cent of Other Ranks in the UK Regular Forces; remaining stable since October 2015.
- ⇒ 3.7 per cent of Officers and 5.7 per cent of Other Ranks in the Future Reserves 2020; the latter increasing slightly for the Other Ranks since October 2015.

Figure 8: Percentage of BAME and White personnel with UK and Non-UK Nationalities as at 1 October 2016



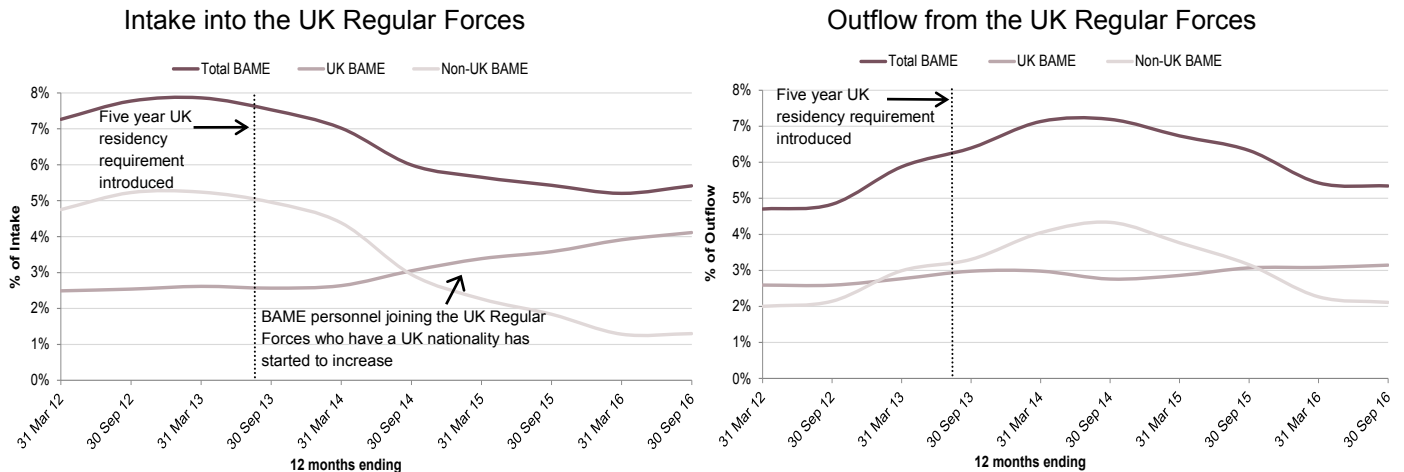
Ethnic Origin and Nationality

Intake and Outflow

UK Regular Forces

BAME personnel accounted for 5.4 per cent of intake into the UK Regular Forces in the 12 months to 30 September 2016, see Figure 9. Despite an overall reduction in the proportion of all BAME personnel joining the UK Regular Forces since 2013, there has been an increase in the proportion of BAME personnel with a UK Nationality joining. This decrease is largely due to a reduced intake of BAME personnel, which may in part be due to the reintroduction of the five-years residency requirement for new recruits (see Background, page 3).

Figure 9: BAME, UK BAME and Non-UK BAME Intake to and Outflow from UK Regular Forces



BAME personnel represented 5.3 per cent of outflow from the UK Regular Forces in the 12 months to 30 September 2016, a decrease from 6.3 per cent in the 12 months ending 30 September 2015 (Figure 9).

Future Reserves 2020

BAME personnel represent 6.5 per cent of intake in the 12 months ending 30 September 2016, this is an increase of 0.9 percentage points since 30 September 2013 when flow data was first available for all three Services.

Figure 10: BAME intake to the Future Reserve 2020 by Service

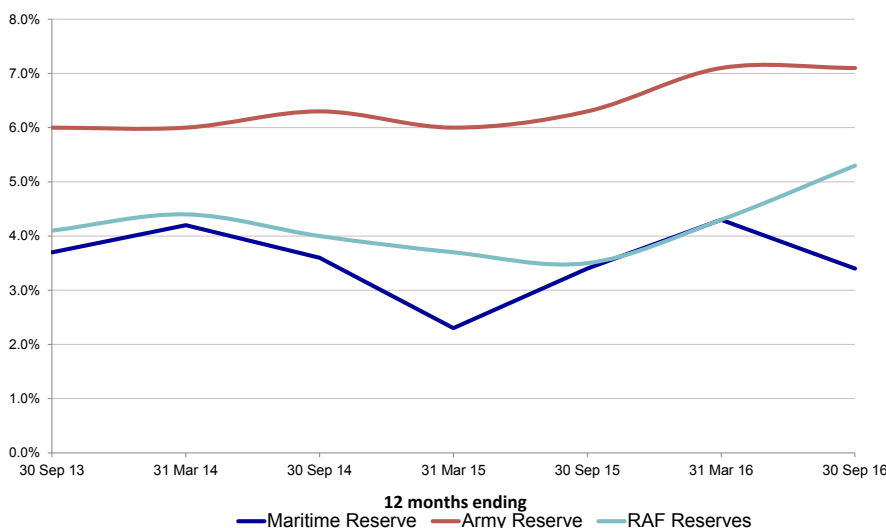


Figure 10 shows that since the 12 months ending 30th September 2013 the proportion intake who are BAME in the

- ⇒ Maritime Reserve has decreased by 0.3 percentage points to 3.4 per cent
- ⇒ Army Reserve has increased by 1.1 percentage points to 7.1 per cent
- ⇒ RAF Reserves has increased by 1.2 percentage points to 5.3 per cent

Religion

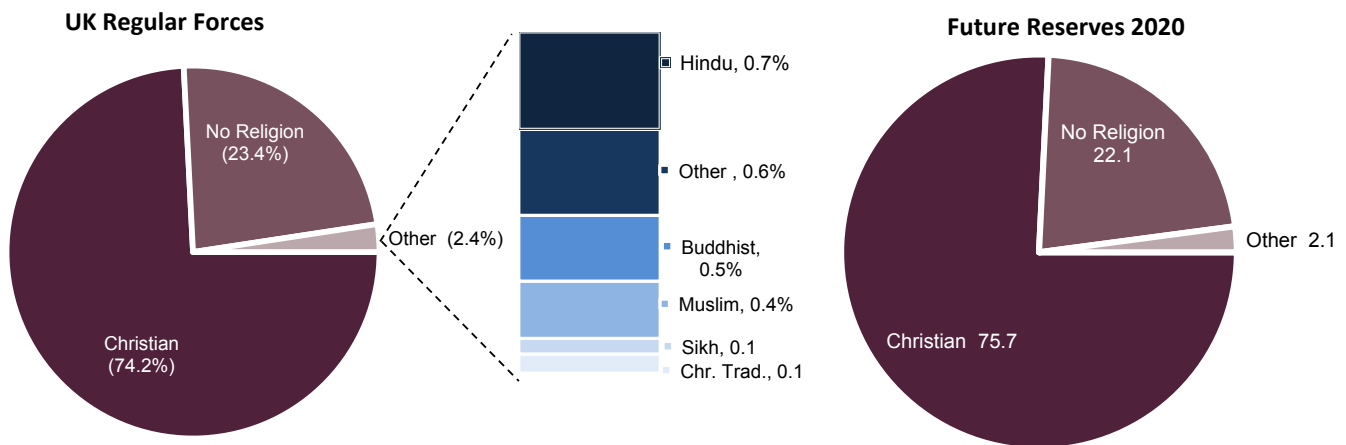
UK Regular Forces and Future Reserves 2020 Strengths

At 1 October 2016, 74.2 per cent of the UK Regular Forces and 75.7 per cent of the Future Reserves 2020 declared a Christian religion. Both have seen a decrease in the last year of around 2.0 percentage points, in line with the long term decreasing trend. The distribution of religion representations are fairly similar across both the UK Regular Forces and Future Reserves 2020, shown in Figure 11.

Declaration of **Religion** is not mandatory for Armed Forces personnel. These statistics only relate to personnel who have made a declaration. At 1 October 2016, the proportion of personnel who had made a declaration was:

UK Regular Forces	99.5%
Future Reserves 2020	95.8%

Figure 11: Religion of the UK Regular Forces and Future Reserves 2020 as at 1 October 2016



For further information on "Other", please see Table 4 of the accompanying [Excel Tables](#)

At 1 October 2016 the proportion of personnel declaring no religious affiliation was 23.4 per cent (34,990 personnel) in the UK Regular Forces and 22.1 per cent (7,520 personnel) in the Future Reserves 2020; an increase of 2.2 and 1.4 percentage points respectively since 1 October 2015, following the long term trend.

Figure 12: Representation of No Religion in the

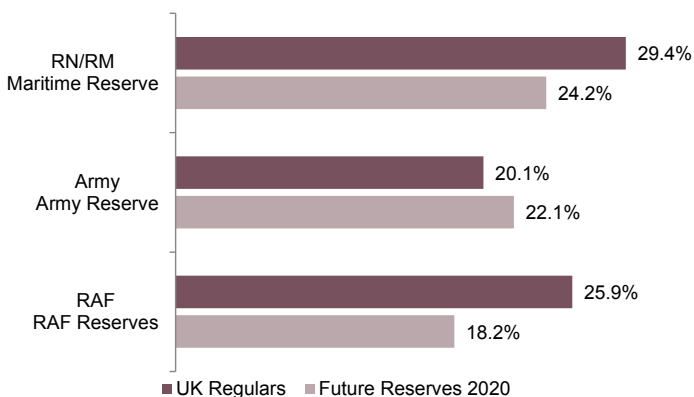


Figure 12 shows the representation of personnel declaring no religious affiliation by Service.

Since 1 October 2015, the proportion of personnel declaring no religion has increased in all the Services.

Figure 13: Representation of religion in the Future Reserves 2020 by Officers and Other Ranks, as at 1 October 2016

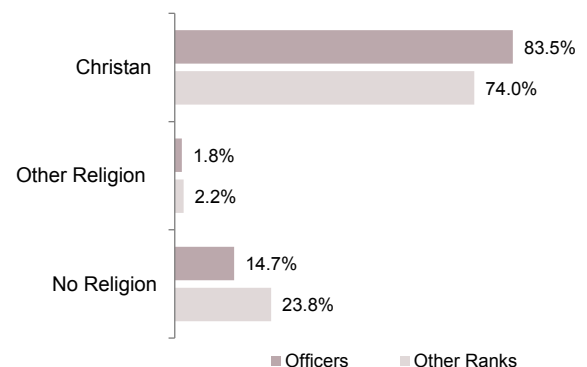


Figure 13 shows that in the Future Reserves 2020, there are more personnel declaring a Christian religion in the Officers compared with Other Ranks. In contrast more personnel in the Other Ranks declared no religious affiliation, compared with Officers, as at 1 October 2016.

Age

UK Regular Forces and Future Reserves 2020 Strengths

As at 1 October 2016, 24.6 per cent of the UK Regular Forces and 14.9 per cent of the Future Reserves 2020 were under 25 years old. In the last year, this has remained broadly stable for both populations.

Of the Officers 7.2 per cent of the UK Regular Forces and 5.8 per cent of the Future Reserves 2020 were under 25 years old.

Average age statistics are calculated using the mean. Age is age at last birthday. Average ages at 1 October 2016 were:

	Total	Officer	Rank
UK Regular Forces	31	37	29
Future Reserves 2020	36	43	35

Figure 14: Age of Officers in the UK Regular Forces and the Future Reserves 2020, as at 1 October 2016

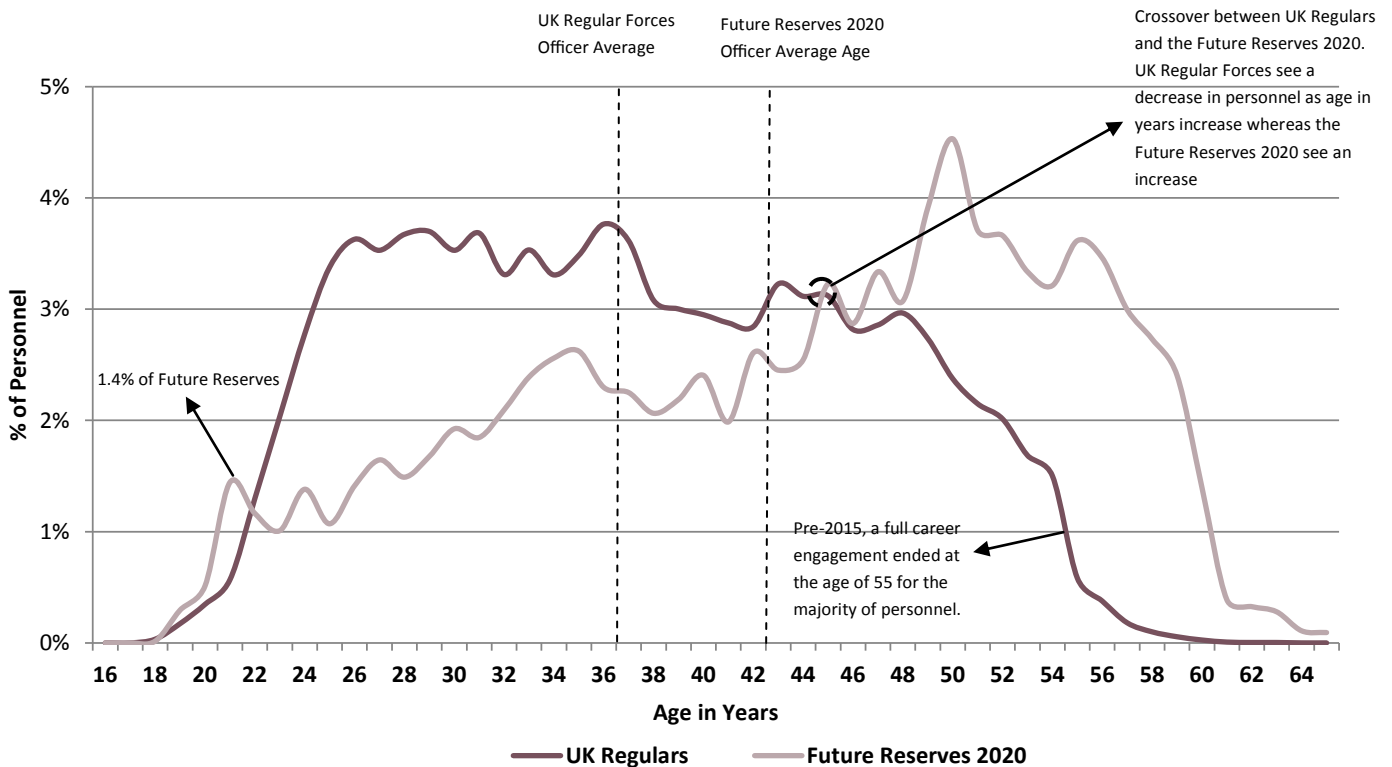


Figure 14 indicates that Officers in the UK Regular Forces are generally younger than Officers in the Future Reserves 2020. As at 1 October 2016 the average age for Officers in the UK Regular Forces was 37 years old compared to the Future Reserves 2020 where the average age was 43 years old.

The average age of Other Ranks in the UK Regular Forces is also generally younger than the Future Reserves 2020. As at 1 October 2016 the average age for the UK Regular Forces Other Ranks was 6 years younger than the Future Reserves 2020.

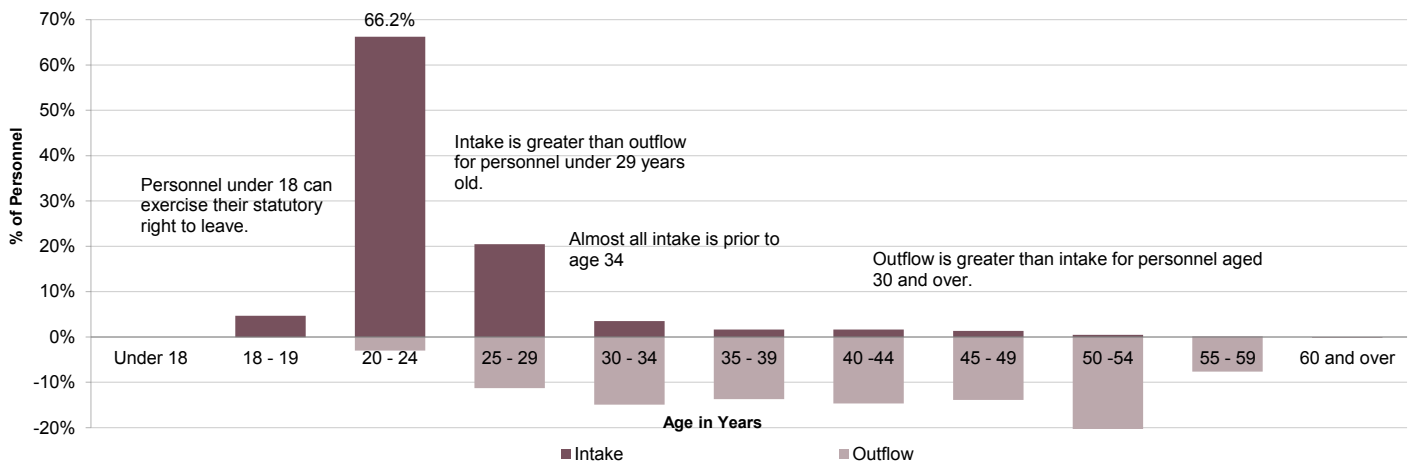
In the 12 months to 31 August 2016, 50.1 per cent of those joining the Future Reserves 2020 had previously served in the UK Armed Forces ([Monthly Service Personnel Statistics](#), table 7b). This could explain, in part, why the age profile is higher for the Future Reserves 2020.

Age

Intake and Outflow

In the 12 months ending 30 September 2016, 9.9 per cent of intake to the UK Regular Forces were Officers (1,350 personnel). Figure 15 shows that, of this total, 8.6 per cent were aged 30 and over and the remaining 91.4 per cent were aged 18 to 29. Officer intake age profiles are heavily influenced by personnel joining having left higher education, with 66.2 per cent of all officer intake occurring between ages 20 and 24.

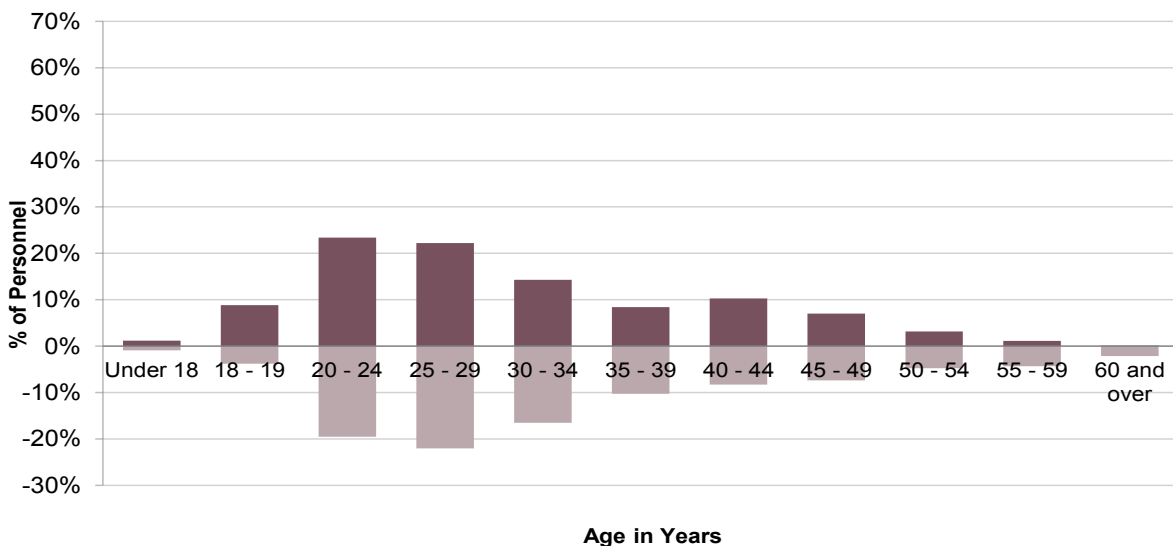
Figure 15: UK Regular Officer intake and outflow by Age for the 12 months ending 30 September 2016



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

A notable peak in the outflow for Officers can be seen at ages 50-54. Pre-2015, a full career engagement lasted until age 55; a limited number of Armed Forces personnel could serve beyond the age of 55.

Figure 16: Future Reserves 2020 Officer intake and outflow by Age for the 12 months ending 30 September 2016



For Future Reserves 2020 personnel, intake and outflow are fairly similar for each age group, whereas for Regular personnel under the age of 30, intake is significantly higher than outflow and vice versa for personnel over 30. This reflects the different eligibility requirements between Regulars and Reserves.

Maternity

Background

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

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

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

In April 2015, Shared Parental Leave was introduced for members of the armed forces. This allows eligible parents to choose how to share the care of their child during child's first year following birth or adoption and is designed to give parents more flexibility in deciding how best to care for their child.

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

This report contains numbers and percentages for personnel taking maternity leave, returning from maternity leave, not returning from maternity leave, returning then leaving the Services and still in Service as at 1 January 2016.

Further Data Quality Information

Due to the relatively low number of RN/RM, Army and RAF Officers taking maternity leave, percentages in the Excel tables have not been shown for personnel returning from maternity leave, not returning to work, returning then leaving the Services and still in the Services as at 1 January 2016. These percentages are sensitive to small changes in the underlying numbers and excluded.

The statistics reported are for trained UK Regular Forces personnel and therefore exclude Gurkhas, Full Time Reserve Service personnel and mobilised reservists. Because the statistics require at least 1 year passing after the end of the calendar year, to include all those returning and allow monitoring of the exits of those who returned, statistics for calendar year 2014 are published in this release. The definition of trained personnel for Army changed at 1 October 2016 and therefore the numbers published in this release are unaffected by this.

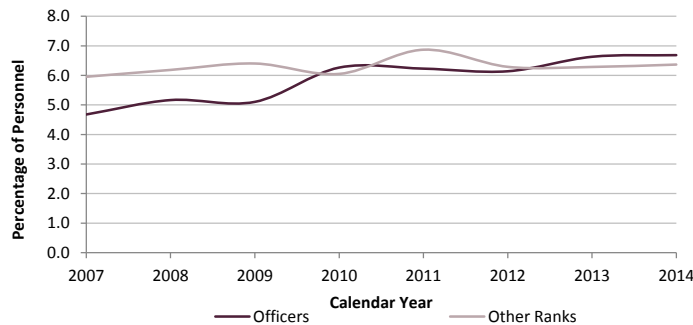
Statistics are provided tracking the population that returned after maternity leave for each calendar year with detail of those returning then leaving service (and within what timescale) and those still on strength. Exit information in this report is based on outflow figures up to 31 December 2015. Due to the fact these categories are dependent on the passing of several years since they took maternity leave, these categories change and update year on year between reports.

Maternity

Personnel Taking Maternity Leave

During 2014, 1 015 female Service personnel took maternity leave; this is 6.4 per cent of the average strength of female personnel for the year. This is consistent with the previous year where 6.4 per cent of female personnel took maternity leave. Figure 17 shows that a slightly higher proportion of Officers (6.7 per cent) took maternity leave in 2014 compared with Other Ranks (6.4 per cent).

Figure 17: Percentage of Female Personnel Taking Maternity Leave Each Year



There has been a noticeable increase in the proportion of Officers taking maternity leave since 2007. In 2007, 4.7 per cent of all Officers took maternity leave compared with 6.7 per cent in 2014. The Other Ranks have shown a slight increase from 6.0 of personnel taking maternity leave in 2007 to 6.4 per cent in 2014.

Amongst Officers, the RAF has the highest proportion of women taking maternity leave (7.6 per cent), followed by the RN/RM (6.3 per cent) and the Army (6.1 per cent). In Other Ranks, the RAF has the highest proportion of women taking maternity leave (7.2 per cent) followed by the RN/RM (6.1 per cent) and the Army (6.0 per cent).

Personnel Returning to Work

Since 2003, there has been an increase in the percentage of Other Ranks returning to work (Table 1). Across all Services this figure has increased from 76.4 per cent in 2003 to 93.7 per cent in 2014. The RN/RM has the greatest proportion of Other Ranks returning to work after maternity leave, followed by the RAF and then the Army.

Retention of Personnel Following Maternity Leave

Table 1: Percentage of Female Other Ranks personnel returning from Maternity Leave

	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Total	76.4	78.6			91.7	90.3	92.9	95.7	93.2	93.5	91.7	93.7
RN/RM	91.6	80.3			90.6	92.9	92.9	93.9	96.5	89.3	93.2	97.2
Army	68.0	73.0			91.7	87.6	92.7	95.6	91.5	94.7	89.2	90.6
RAF	83.9	86.6	92.5	90.1	92.4	92.7	93.2	97.1	94.0	94.4	95.0	96.5

Notes: RN/RM leave durations for 2005-06 are unavailable due to a high number of records without return to work and exit dates. Army data for 2005-06 is unavailable due to the poor quality of maternity data held on the legacy systems.

Of the Other Ranks taking maternity leave in 2014, 6.3 per cent did not return to work. As at 1 January 2016, 13.2 per cent of those who took maternity leave in 2014 have now left service.

Of the Other Ranks personnel returning to work after maternity leave in 2014, 12.2 per cent returned for a year or less before leaving. This is a decrease compared with 2013 where 16.8 per cent of those returning to work returned for 1 year or less before leaving service.

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

Further Information

Symbols

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

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

Rounding

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

Due to the small numbers involved for maternity statistics and detailed ethnicity statistics, the figures have been rounded to the nearest 5 with numbers less than five suppressed in line with Defence Statistics’ rounding policy. Percentages relating to figures less than 5 have also been suppressed to prevent disclosure.

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

The MOD Disclosure Control and Rounding policy is published on GOV.UK at the following link:
<https://www.gov.uk/government/publications/defence-statistics-policies>

Revisions

Due to a calculation error, some statistics in the accompanying Excel Table 10 "Outflow from the UK Regular Forces by gender" have been revised. The size of the revision ranges from approx. 10 personnel for the smaller numbers that have changed, to approx. 900 personnel for larger numbers. The figures that have changed have been marked with an 'r' for 'revised'.

The average ages in Excel Table 16 “Future Reserves 2020 by age” and Excel Table 20 “Future Reserves 2020 by age and gender” have been revised due to a processing error which affected the whole time series. In addition to this, April 2013, 2014 and 2016 strengths by age category have been revised due to over reporting age by up to 6 months.

There are two revisions of less than 5 personnel in Excel Table 18 “Future Reserve 2020 by Nationality” due to incorrect classification of Irish and Commonwealth personnel in April 16 and October 2014.

There has been a revision of less than 5 personnel in Excel Table 22 “Intake to Future Reserves 2020 by Ethnicity” in the 12 months to 31st March 2016.

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

There are no regular planned revisions of this Bulletin.

Further Information

Useful definitions

Christian includes personnel declaring a Christian or Christian Tradition religion.

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

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

A full glossary is available at:

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

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If you require information which is not available within this or other available publications, you may wish to submit a Request for Information under the Freedom of Information Act 2000 to the Ministry of Defence. For more information, see:

<https://www.gov.uk/make-a-freedom-of-information-request/the-freedom-of-information-act>

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