



Ministry of Defence

Annual Report Against The Equality And Diversity Scheme

1 April 06 - 31 March 07



INVESTORS IN PEOPLE

Contents

		Page
Foreword		
Section 1	Introduction	4
Section 2	Overview How did we do?	5
	Race	20
	Disability	41
	Gender	53
Section 3	Other Diversity Strands- Age, Religion or Belief, Sexual Orientation and Family and Work Patterns	74
Section 4	Review of our Functions and Policies	79
Section 5	Progress report against Our Action Plans for 2006/07	81

FOREWORD

by

**Air Chief Marshal Sir Jock Stirrup, Chief of the Defence Staff,
Sir Bill Jeffrey, Permanent Under Secretary for Defence (Civil
Service Diversity Champion) and
Steve Love, Chief Constable Ministry of Defence Police.**

We are pleased to present the first annual report against our overarching Equality and Diversity Scheme (EDS) 2006-2009. This report covers the period 1 April to 31 March 2007.

This report has been prepared against the backdrop of enormous change within the Department involving a major programme of downsizing and restructuring. Nevertheless, some progress has been made but we recognise that we have a long way to go.

Our Achievements




Improvements were made during the reporting period to the collection and reporting of management information and new services were launched in April 2007. Some of the new data will provide baseline statistics, which in time will provide us with more accurate information for future analysis.

The Armed Forces, Top Level Budget Holders (TLBs), Trading Funds & Agencies and Ministry of Defence Police are all working positively towards meeting the challenges of ensuring that such a large, diverse government department not only meets, but goes beyond, our statutory duties. This report also contains many examples of our outreach programmes.

Areas For Improvement

In support of our phased programme of impact assessment, separate tools were developed for the Armed Forces and civilian policy makers to assist them with the process. Unfortunately, in a mixed environment (Service & Civilian) this often caused confusion as to which tool to use. Action is hand to produce one simpler version, which clarifies the assessment process, for use across the Department.

All our business areas need to fully take ownership and responsibility for their part in meeting the statutory duties and this will be reflected in the action plans contained in our revised EDS which is currently being drafted. Our EDS has been reviewed and revised, not only to take account of a planned review, but also in response to the former Disability Rights Commission's assessment of our Disability Scheme Our new Scheme, which will be published in April 2008, sets out very clear objectives to enable our business areas to fully engage in the diversity agenda and achieve positive outcomes.

Signature 	Signature 	Signature 
Air Chief Marshal Sir Jock Stirrup	Sir Bill Jeffrey	Chief Constable Steve Love

SECTION 1: INTRODUCTION

1. In April 2006 we launched our EDS, on behalf of the Armed Forces, the Civil Service and the MOD Police which set out our strategy for not only meeting the statutory general and specific duties for Race, Disability and Gender but included our approach to other diversity strands. We also said that we would review the EDS to ensure that it was compliant with the Gender Duty which came into force in April 2007. We are now developing a revised Scheme based on input from the Disability Rights Commission which has now been subsumed into the Equality and Human Rights Commission, and from a consultant that we engaged to review our scheme for compliance. This report is against the original scheme.

2. During this reporting period we have achieved:

- Measurable progress against our Action Plans
- Improvements to our Management Information by the introduction of additional diversity data fields
- The introduction of an Equality & Diversity Impact Assessment Tool (EDIAT) to assist with the process of impact assessment which, in turn has had a measurable improvement on the numbers of Equality & Diversity Impact Assessments being completed.

3. Whilst there have been many improvements we are not complacent and acknowledge that there is still a lot more work to be done. Further improvements will be made to the provision and extraction of diversity data. There is still much more to be done to embed the impact assessment into our policy making process.

Statistics

4. Numbers have been rounded to the nearest 10, or in some tables the nearest 5.

5. The definition of statistically significant, arising from a statistical test, is as follows:

A statistical test has been applied to validate the assumption that there is no difference in the allocation of bonuses regardless of an individual's characteristics. The test involves comparing the observed numbers of bonuses with the number of bonuses that would be expected if they were allocated proportionally across the groups being compared. The differences between the observed and the expected values are used to calculate a statistic. This statistic is compared to a defined threshold value. If the statistic is higher than the threshold a statistically significant difference exists – a difference that is unlikely to have occurred by chance.

6. The source of MOD Police data is the Human Resources Management System (HRMS) and local databases.

7. Statistics on grievance and harassment have not been included because of concerns over quality or disclosure.

Reporting

8. Copies of this report will be distributed at senior levels throughout the Department and will also be placed in the House of Commons library. It will also be available on our internal and external website at www.mod.uk. If you require this document in an alternative format, please contact DGCP-EFDiversity5@mod.uk

SECTION 2: OVERVIEW HOW DID WE DO?

CROSS CUTTING ACTIVITIES

Training

9. During 2006 dblearning, the Department's "in-house" civilian training provider, continued to deliver Equality and Diversity (E&D) training to both civilian and Service personnel at their four regional centres, satellite centres and numerous on-site locations both in the UK and abroad. In all they delivered 8660 trainee days on E &D alone. Additionally, 800 colleagues completed the E&D e-learning package in one of the Defence Electronic Learning Centres, while a great many more completed it via their desk-tops.

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

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

Civilain Staff: Attendance on DB Learning courses

1 April 2006 to 31 March 2007

MoD - total	Number attended	Percentage of strength	Average MoD Strength ¹
Total	21,180	24.5%	86,560
Gender			
Male	11,730	21.2%	55,300
Female	9,460	30.3%	31,260
Age			
16 - 19	120	20.2%	620
20 - 24	1,020	30.2%	3,400
25 - 29	1,720	30.3%	5,670
30 - 34	1,660	24.3%	6,820
35 - 39	2,620	24.8%	10,590
40 - 44	3,500	25.4%	13,740
45 - 49	3,490	24.4%	14,290
50 - 54	2,870	22.7%	12,650
55 - 59	2,920	23.0%	12,730
60+	1,250	20.7%	6,030
Not known	~	~	30
Racial Group			
Asian - Bangladeshi	20	47.1%	40
Asian - Indian	140	31.7%	440
Asian - Pakistani	40	38.1%	100
Asian - Any other Asian background	70	29.5%	230
Black - African	40	30.2%	120
Black - Caribbean	90	27.9%	320
Black -Any other Black background	10	24.7%	50
Chinese -Any Chinese background	30	38.0%	90
Mixed Ethnic - Asian & White	40	27.6%	130
Mixed Ethnic - Black African & White	~	~	30
Mixed Ethnic - other background	90	32.3%	270
Any other ethnic background	70	27.0%	260
Ethnic Minority			
White - Any White background	17,500	25.3%	69,130
Not known	3,040	19.8%	15,360
Di sability			
Hearing Impairment	220	27.3%	820
Visual Impairment	90	32.0%	280
Speech Impairment	~	~	50
Mobility Impairment	240	30.5%	790
Physical Co-ordination Difficulties	30	24.0%	120
Reduced Physical Capacity	240	27.0%	900
Severe Disfigurement	~	~	50
Learning Difficulties	50	31.2%	170
Mental Illness	30	31.0%	110
Disability	930	28.3%	3,300
No Disability	15,340	26.2%	58,600
Not known	4,910	19.9%	24,670

Source: DB Learning

1. MoD strength is based on 13 month average strength for financial year 2006/2007 excluding Royal Fleet Auxiliary staff and Locally engaged civilians.

2. Initial staff number data provided for analysis of attendance of DBL courses comprised approx 26,850 personnel excluding military staff numbers. Data quality issues, and duplicate staff numbers reduced the available cohort to approx 23,890 personnel. Analysis of this cohort against the HRMS data extract produced a final usable dataset of 21,180 staff numbers.

~ Attendance of 10 or less, no percentage against strength has been calculated.

Harassment And Bullying: JSP 763

11. JSP 763, the MOD Harassment Complaints Procedure, was first launched in April 2005. It was revised and reissued in January 2007 with an improved layout and clearer guidance on how the complaints procedures work. From April 2007 our People Pay and Pensions Agency (PPPA) has provided a Case Advisory Service for a range of HR issues, for civilian staff and their line managers (both civilian and military) including harassment complaints. All parties to the complaint can contact the PPPA at any stage for advice and support on the policy and procedures, and a case adviser is allocated when formal complaints are submitted.

Provision of Civilian Management Information

12. In 2003, the Department introduced a new management tool for civilian staff, HRMS; one of its many uses was to record information about its civilian workforce. One the major benefits will be a more consistent capture of employment data which will improve the accuracy of our statistics. This in turn, has meant improvements to the management and monitoring of our civilian workforce.

13. In previous years, when reporting against our single Race Equality Scheme we relied heavily on the TLBs, Agencies and Trading Funds completing a return which was then analysed and prepared for publication by the Defence Analytical Services Agency (DASA). Whilst this method worked, we recognised that improvements were required to try and fulfil the reporting requirements for our overarching Scheme. It was agreed that where possible, a system would be put in place to extract management information centrally.

14. Whilst there have been many improvements to the collation of information there have been issues over its extraction, which have become apparent when commissioning this Report. Reports have had to be commissioned from several different sources in order to extract the data. The lessons learnt from this exercise will help improve the provision of statistical data and its analysis in the future. The full suite of information will not be available until April 2008.

Civilian Development Schemes

Band B Development Scheme

15. The scheme was introduced in 2004 as part of the process to help identify and select Band B staff with the potential for promotion into the Senior Civil Service (SCS). Scheme members undertake independent assessment to identify their potential and development needs against the SCS standards (Professional Skills for Government skills framework). During the reporting period there were 35 members on the scheme consisting of 25 Males (79%) and 5 Females (21%).

Leaders Unlimited

16. Leaders Unlimited is a Cabinet Office and National School of Government development scheme, which was launched in January 2007. It is aimed specifically at those groups who are currently under represented in the SCS. It is open to all Government Departments for Band Bs (Grade6/7s) with SCS potential who are either women, disabled or are from ethnic minority backgrounds. During the reporting period, MOD had 7 participants, over half of them women.

Fast Stream

17. The MOD Fast Stream Development Programme provides the opportunity for high calibre individuals who demonstrate the required potential to benefit from intensive development and

training to equip them for early promotion to Band B2, normally within five years of joining the Fast Stream, and to have the potential to reach the SCS in due course. Recruitment is managed centrally by a team in the Cabinet Office, who assign candidates to departments on the basis of where their policy interests lie. The male to female ratio on the MOD Fast Stream sat at 53% to 47% at 31 December 2007.

Means of Identifying & Developing Internal Talent (MIDIT) Programme

18. The aim of the MIDIT Programme, together with the Fast Stream, is to develop the Department's future senior managers. This will typically require participants to achieve Band B2 at a relatively early stage in their career and to be deployable across a broad range of posts at that level. Applicants joining at Band D are expected to achieve Band B2 within ten years of joining the programme; those joining at Band C2 are expected to achieve Band B2 within eight years of joining the programme. There is no cap on numbers; the programme currently has some 260 participants. There were (at 31 December 2007) 140 males and 120 female participants of whom 20 have declared themselves as ethnic minority and 10 as disabled.

Outreach Programmes

Education Outreach Programmes

19. The MOD undertakes this educational programme as a responsible employer working in the community. The year ending April 2007, saw the delivery of the 5th year of the Education Outreach Programme across a number of Inner London Further Education Colleges and awards included the accolade of 'Best Practice in the Public Sector 2006' by the Association of London Colleges, and the programme manager the MBE in the Queens 80th Birthday Honours.

20. In total nearly 2000 students are supported each year in colleges where over 60%, are from an ethnic minority background. There are over 100 nationalities represented where students first language is not English, is frequently over 50%. We work in colleges whose students live in some of the most deprived post code areas in the country, and through a mixture of curriculum support, personal development and employability skills training, both in the classroom and our Headquarters Building in Whitehall see many of the students use the programme in their studies and at job interviews, frequently to great success. College tutors frequently inform us that both attendance and retention rates significantly improve when the students are supported by an external employer such as the MOD.

21. The last year has again seen additional courses being supported particularly at the entry level i.e. students with little or no qualifications, and frequently designated 'at risk' with examples being the Entry to Employment Courses at both Croydon and City of Westminster Colleges, where we see students progress to jobs or more mainstream courses in college. Another new supported course is 'A4E – Action for Employment' which is funded by the European Social Fund, where over a dozen students gain job skills training dovetailed with improving their English skills over a 16 week course. There has also been a thrust of supporting students who are disabled or have mild learning difficulties, such courses have included the 'Vac Admin Group', the Adult Office Group, and the Access to Employment Group at the Brixton Centre of Lambeth College, where over 40 students, usually supported by their carers, received a talk on the MOD and Government, with a follow up visit to our Headquarters Building in Whitehall.

22. Some of our TLBs have also undertaken outreach activities with local schools providing mock interviews for Year 11 students to help them prepare for when they leave and go onto further education or employment. One offered a 'Skills for Life' Day at a local school. At another approximately 50 students successfully undertook a week's work experience placement.

Other Outreach Programmes

Northern Ireland

Special Olympics Participation

Belfast played host to the Special Olympics Ireland Games from 21-25 June 2006. Fifty MOD staff, Service and civilian, volunteered to provide support to the organisers.

In June 2006 a team of 11 volunteers spent a day completing a Cares challenge for the Cnocnafeola Centre, which involved a number of indoor and outdoor tasks. The challenge was completed as part of the MOD's continued commitment to community involvement through membership of Business in the Community. The Director of the Cnocnafeola Centre commented, "Over the past four years, many areas of the centre have remained unfinished – this was a fantastic opportunity to have a group of volunteers for the day to provide a high quality finish for the centre, and to help us to promote it to visitors from the near and far. We are extremely grateful to the Ministry of Defence for all their help in this respect".

Met Office

Devon Equality Partnership

The Met Office is a member of the Devon Equality Partnership. The Partnership is a network of Equality Advisors/Officers from across the county that meet on a quarterly basis to share best practice and work together on local projects.

Heritage Open Days

Each year the Met Office participates in the Heritage Open Days (<http://www.heritageopendays.org>) weekend for the benefit of the local community. A national event, Heritage Open Days is organised by the Civic Trust for the Department of Culture Media and Sport. The aim of the initiative is to offer free access to historical sites and sites of architectural significance, and to give the opportunity to visit buildings not normally open to the public. We run public tours of our innovative HQ on these days and give an insight of our work to visitors.

Surveys

23. Last winter, we surveyed a sample group of our civilian workforce. DASA randomly selected the survey sample by TLB, gender and grade, approximately, 9,500 surveys were sent out by e-mail or postal survey. The Continuous Attitude Survey provides evidence on how committed our workforce is to the Department's work (both intellectually and emotionally), how well civilians are managed and whether the changes we are implementing through our People Programme, which is a programme of modernisation and improvement to the delivery of our Human Resources (HR), policies and associated services was having the impact we had hoped for. One aspect we measured as part of the survey was the cultural aspects of MOD as an employer. Initial analysis showed that:

85% of staff understand the aims of MOD's policy on E&D.

65% of staff are satisfied with their work-life balance. Of the 16% who were not happy with their work-life balance, 64% stated this was due to too many work demands.

68% of staff said they have access to the training and development they need to meet their personal development aspirations.

65% of staff said that they have the opportunity to meet their professional development aspirations.

66% of staff agree they are treated with fairness and respect.

52% of staff stated that, in their experience, learning through mistakes is accepted across the MOD.

Exit Survey

24. During the reporting period we piloted a new Exit Survey for civilian staff. The data collected offered insufficient insight into the scope of the diversity challenges we face and is currently being revised. However, it highlighted issues we need to continue to monitor and has helped inform some of the changes that need to be made to the survey. We plan to revise the survey questions to improve the quality of our management information.

Other Surveys conducted by TLBs/Trading Funds

Fleet TLB

The Fleet TLB conducted its first Diversity Survey for civilian staff in 2006 and covered the full suite of E&D subjects. It was designed to gauge employees' perception of E&D issues and identify areas where the TLB was performing well but, more importantly, to identify gaps in policies and procedures that we could seek to remedy.

Some 2,500 Non-Industrial and Skill Zone staff were invited to complete the survey and 977 replied, constituting a 39% response rate. The results of the survey were distilled into the Fleet TLB 'Diversity Delivery Plan'.

The Met Office

The Met office conducted an Employee Attitude Survey in 2006, it identified a perceived high level of bullying and harassment especially from line managers and higher management. To address this a diversity training programme was introduced for all staff which focused on appropriate behaviour in the workplace.

The evaluation data analysis showed the number of individuals who are able to identify bullying behaviour increased significantly. The workshop also increased employee's ability to challenge inappropriate behaviour and know where to get further support if necessary. A further survey was conducted in February 2007, which covered E&D issues. The results are listed below

Met Office: Percentage responses to following questions

	Yes	Neutral	No
I am satisfied with staff welfare & support services?	45	45	10
I am treated with fairness and respect?	60	21	19
Would you know what action to take if one of your colleagues harassed or bullied you, or someone else?	85	0	15
In the last year, whilst working for the Office, I have experienced bullying and/or harassment?	14	0	86
I would feel able to report bullying/harassment without worrying that it would have a negative impact on me?	36	26	38

* These questions were asked before a new Diversity Training Programme was put in place. Early evaluation data shows there should be an increased positive improvement to these responses in future years.

Land Forces TLB

The first joint Land/AG Civilian Staff Attitude Survey was conducted in September 2006 and showed that the majority of staff had not experienced unfair treatment and were not aware of any discrimination, bullying or harassment taking place. It was also encouraging to note that 92% of respondents were satisfied that their management had been sufficiently flexible to enable them to meet their domestic responsibilities.

A Northern Ireland Attitude Survey is conducted every six months and is undertaken to provide Service personnel, their spouses, and civilians employed by the MOD in Northern Ireland with an opportunity to say what they think about a range of issues and is designed to provide a basis for future policy making. The most recent survey found that, in terms of the working environment, the picture given was of a generally sensible work/life balance

Armed Forces Statistics

Service Personnel: Trained Substantive promotions of UK Regular Forces during 2006/07

		Naval Service			Army ¹			Royal Air Force		
		Total	Male	Female	Total	Male	Female	Total	Male	Female
Officers	Total Promotions	520 ^P	460 ^P	50 ^P	1,920	1,670	250	580 ^P	470 ^P	110 ^P
	White promotions	480 ^P	440 ^P	50 ^P	1,760	1,520	240	460 ^P	380 ^P	80 ^P
	White %	98.0% ^P	98.0% ^P	- ^P	97.0%	96.8%	-	96.6% ^P	96.7% ^P	- ^P
	EM Promotions	10 ^P	10 ^P	- ^P	60	50	-	20 ^P	10 ^P	- ^P
	EM %	2.0% ^P	2.0% ^P	- ^P	3.0%	3.2%	-	3.4% ^P	3.3% ^P	- ^P
Other Ranks	Total Promotions	2,300 ^P	2,140 ^P	170 ^P	12,770	11,780	990	3,220 ^P	2,790 ^P	420 ^P
	White promotions	2,180 ^P	2,020 ^P	170 ^P	11,050	10,210	840	2,880 ^P	2,480 ^P	400 ^P
	White %	97.8% ^P	97.6% ^P	- ^P	93.2%	93.5%	89.1%	98.1% ^P	98.0% ^P	98.5% ^P
	EM Promotions	50 ^P	50 ^P	- ^P	810	700	100	60 ^P	50 ^P	10 ^P
	EM %	2.2% ^P	2.4% ^P	- ^P	6.8%	6.5%	10.9%	1.9% ^P	2.0% ^P	1.5% ^P
Coverage		96.6% ^P	96.4% ^P	99.1% ^P	93.1%	92.8%	96.0%	89.9% ^P	89.8% ^P	90.9% ^P

The table shows the percentage of promotions achieved by Whites and Ethnic minorities.

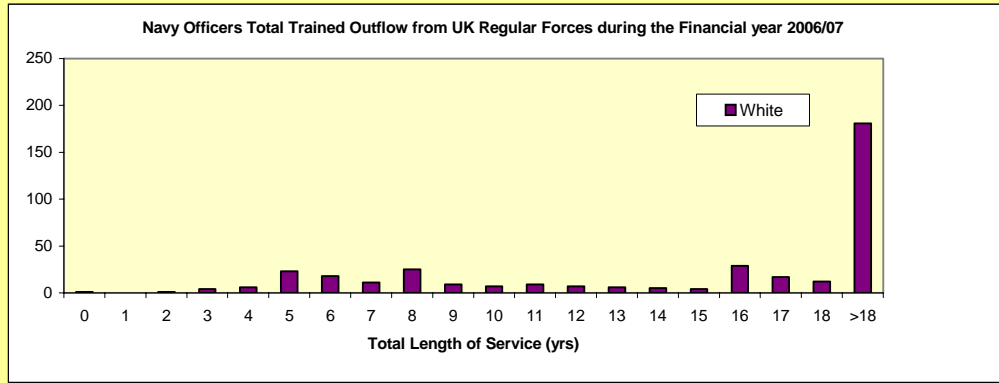
i.e the number of white and ethnic minority promotions as a proportion of the total number of promotions, excluding those with an unknown ethnic origin.

¹ Due to the introduction of a new Personnel Administration System, Army promotions data for the financial year 2006/07 are not available. Consequently Army figures shown are the latest available, comprising promotions between 1 March 2006 and 28 February.

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

p denotes provisional and are subject to review due to ongoing validation of data from the new Personnel Administration System.

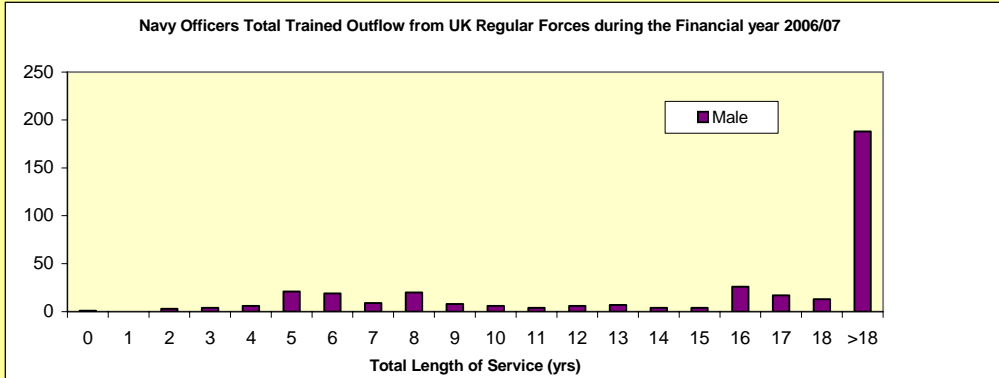
Service personnel: Length of Service on Exit



Navy Officers Total Trained Outflow from UK Regular Forces during the Financial year 2006/07

We are unable to provide the Ethnic Minorities chart as to do so may disclose sensitive / personal information

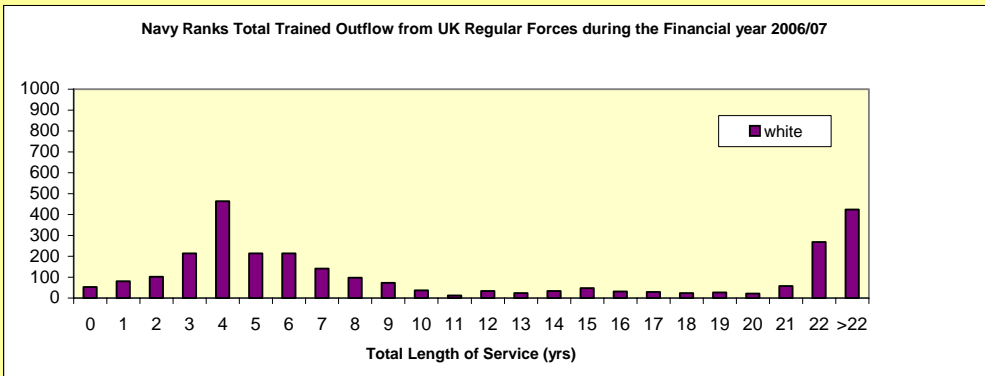
Coverage 96.5%
White 97.7%
EM 2.3%



Navy Officers Total Trained Outflow from UK Regular Forces during the Financial year 2006/07

We are unable to provide the Female chart as to do so may disclose sensitive / personal information

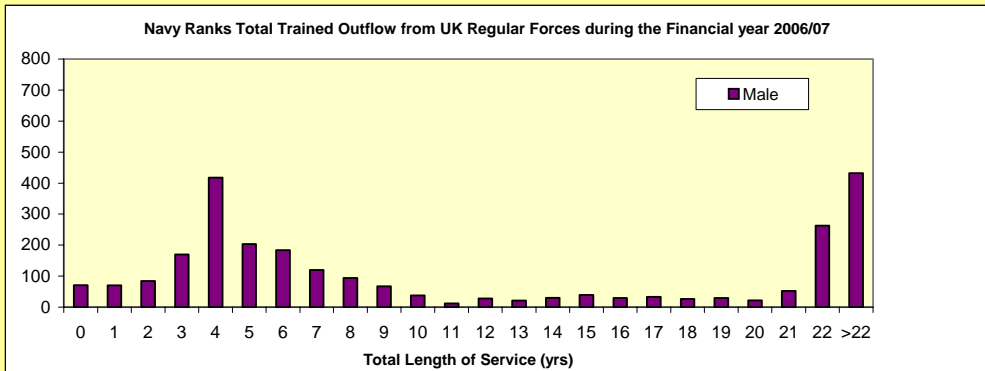
Service personnel: Length of Service on Exit



Navy Ranks Total Trained Outflow from UK Regular Forces during the Financial year 2006/07

We are unable to provide the Ethnic Minorities chart as to do so may disclose sensitive / personal information

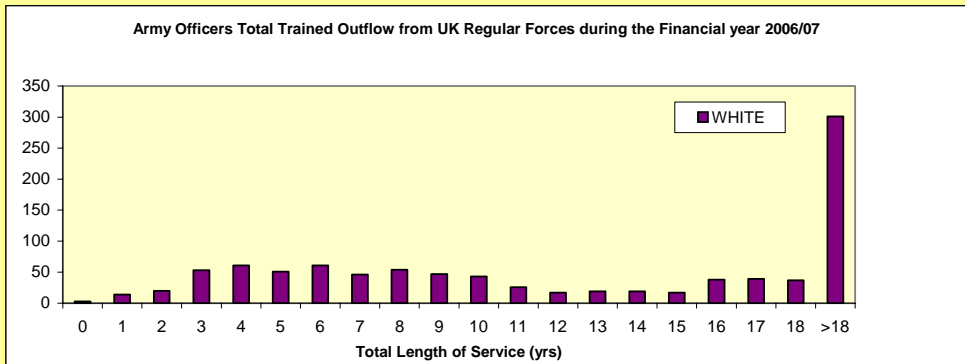
Coverage 95.9%
White 97.7%
EM 2.3%



Navy Ranks Total Trained Outflow from UK Regular Forces during the Financial year 2006/07

We are unable to provide the Female chart as to do so may disclose sensitive / personal information

Service personnel: Length of Service on Exit

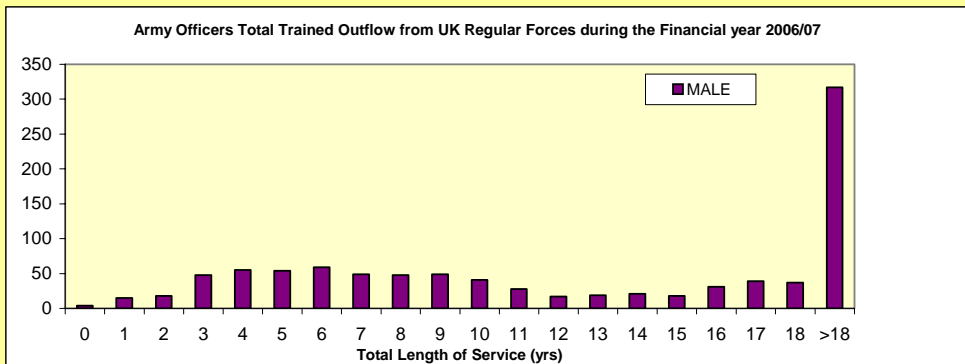


Army Officers Total Trained Outflow from UK Regular Forces during the Financial year 2006/07

We are unable to provide the Ethnic Minorities chart as to do so may disclose sensitive / personal information

Coverage 92.7%
White 97.9%
EM 2.1%

Due to the introduction of a new Personnel Administration System, Army figures shown are the latest available comprising flows during the period 1 March 2006 and 28 February 2007.

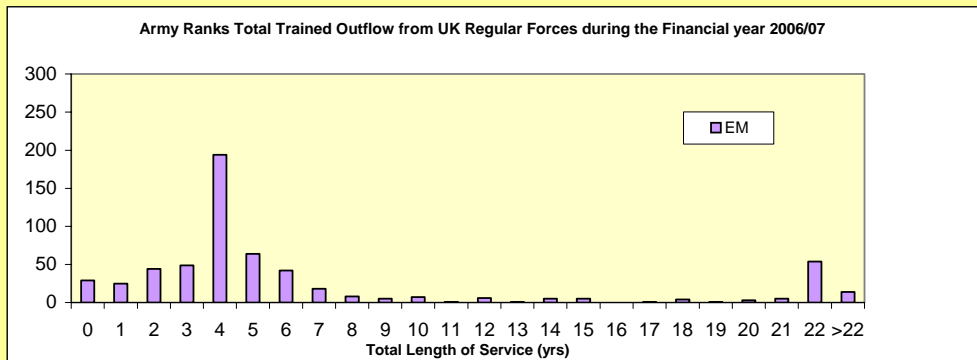
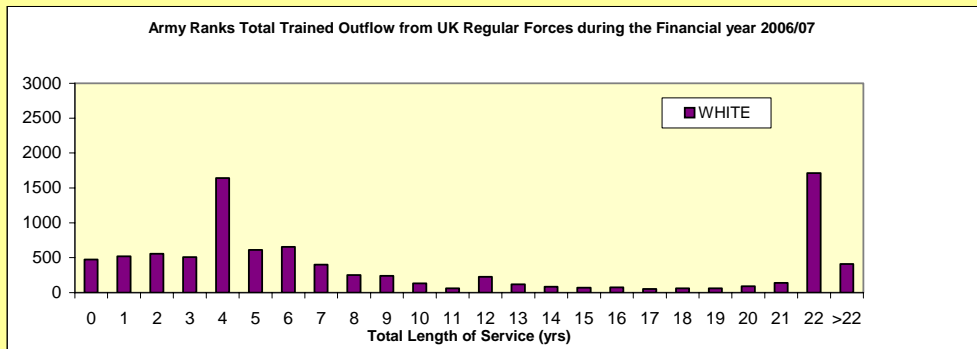


Army Officers Total Trained Outflow from UK Regular Forces during the Financial year 2006/07

We are unable to provide the Female chart as to do so may disclose sensitive / personal information

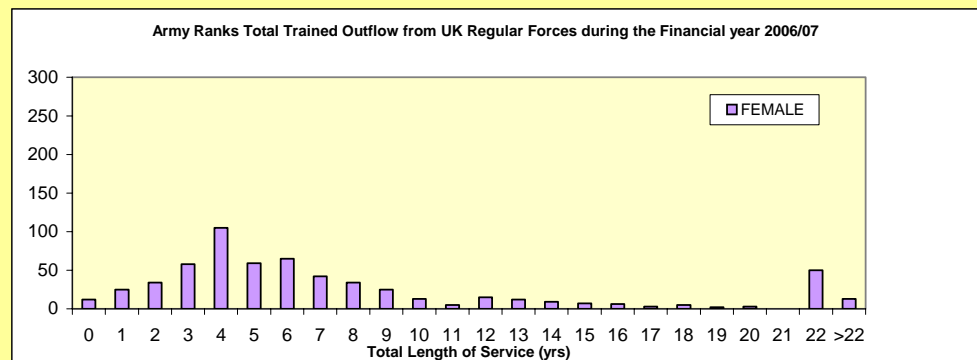
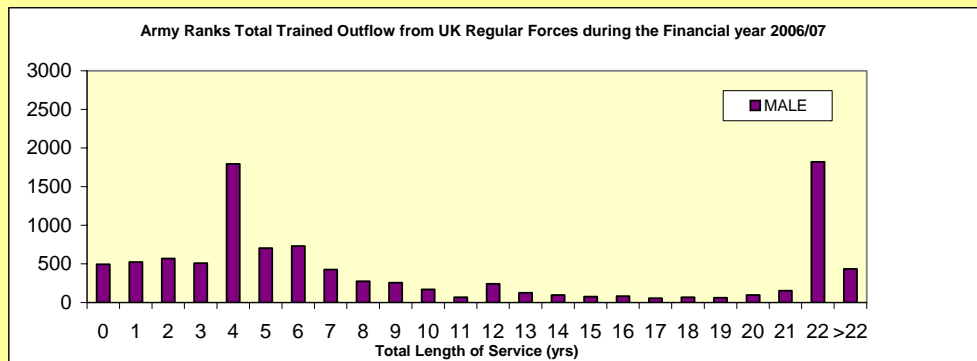
Due to the introduction of a new Personnel Administration System, Army figures shown are the latest available comprising flows during the period 1 March 2006 and 28 February 2007.

Service personnel: Length of Service on Exit



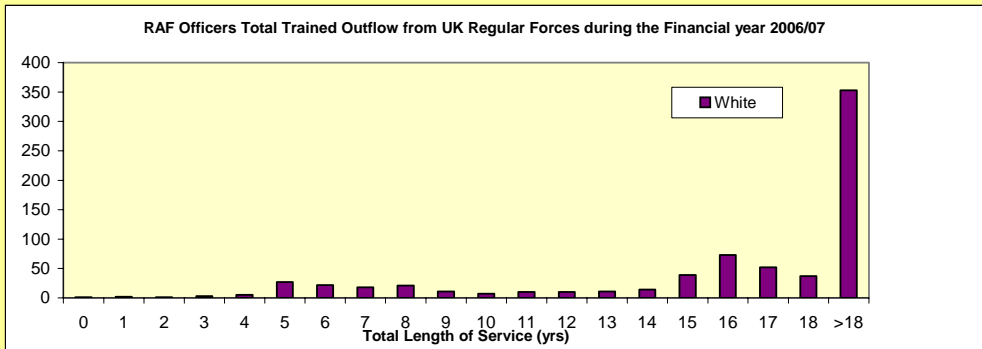
Coverage 93.4%
 White 94.0%
 EM 6.0%

Due to the introduction of a new Personnel Administration System, Army figures shown are the latest available comprising flows during the period 1 March 2006 and 28 February 2007.



Due to the introduction of a new Personnel Administration System, Army figures shown are the latest available comprising flows during the period 1 March 2006 and 28 February 2007.

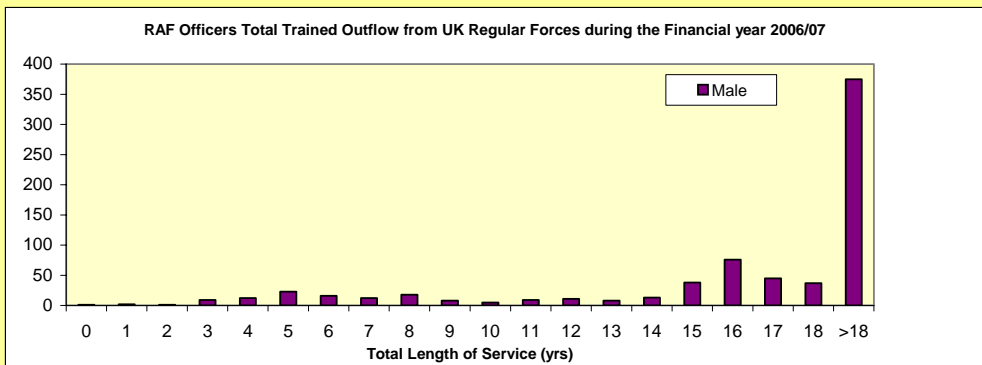
Service personnel: Length of Service on Exit



RAF Officers Total Trained Outflow from UK Regular Forces during the Financial year 2006/07

We are unable to provide the Ethnic Minorities chart as to do so may disclose sensitive / personal information

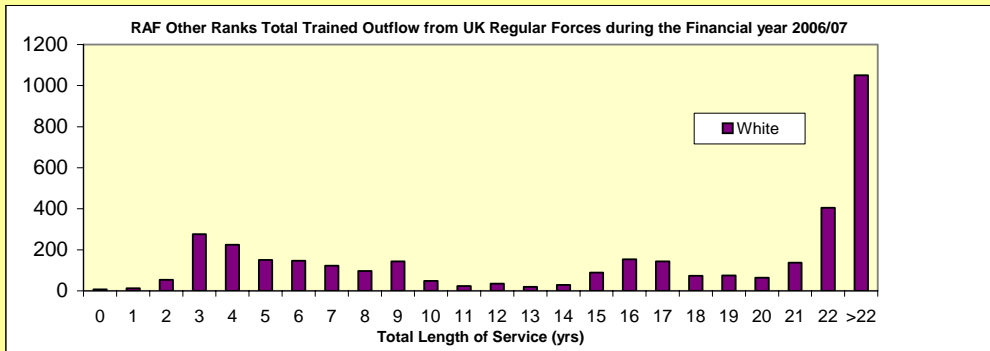
Coverage 90.7%
White 98.0%
EM 2.0%



RAF Officers Total Trained Outflow from UK Regular Forces during the Financial year 2006/07

We are unable to provide the Female chart as to do so may disclose sensitive / personal information

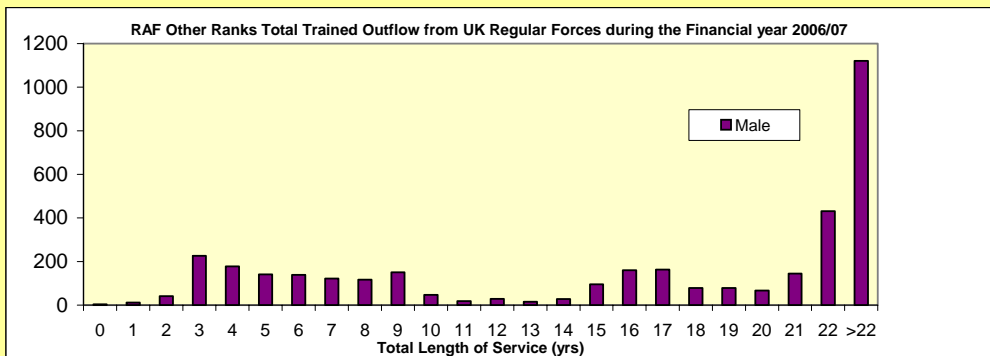
Service personnel: Length of Service on Exit



RAF Other Ranks Total Trained Outflow from UK Regular Forces during the Financial year 2006/07

We are unable to provide the Ethnic Minorities chart as to do so may disclose sensitive / personal information

Coverage 91.7%
White 97.3%
EM 2.7%



RAF Other Ranks Total Trained Outflow from UK Regular Forces during the Financial year 2006/07

We are unable to provide the Female chart as to do so may disclose sensitive / personal information

Civilian Statistics

Civilian staff: Intake to the MoD 2006/07

MoD - total	Intake	Percentage of Intake	Percentage of MoD Strength ¹	Headcount
				Average MoD Strength ¹
Total	5 595		6.5%	86 560
Gender				
Male	3 325	59.5%	6.0%	55 300
Female	2 270	40.5%	7.3%	31 260
Age				
16 - 19	595	10.6%	95.9%	620
20 - 24	1 100	19.7%	32.4%	3 400
25 - 29	610	10.9%	10.8%	5 670
30 - 34	475	8.5%	7.0%	6 820
35 - 39	565	10.1%	5.3%	10 590
40 - 44	680	12.2%	5.0%	13 740
45 - 49	515	9.2%	3.6%	14 290
50 - 54	455	8.2%	3.6%	12 650
55 - 59	345	6.2%	2.7%	12 730
60+	225	4.0%	3.7%	6 030
Not known	30	0.5%	~	30
Ethnicity				
White	3 340	59.7%	4.8%	69 130
EM	195	3.5%	9.5%	2 080
Not known	2 060	36.8%	13.4%	15 360
Asian	80	1.4%	9.6%	810
Black	40	0.8%	8.4%	500
Chinese	5	0.1%	~	90
Mixed	50	0.9%	12.1%	420
Other ethnic background	20	0.3%	7.4%	260
Disability				
No Disability	5 155	92.1%	8.8%	58 600
Disability	35	0.6%	1.0%	3 320
Not known	405	7.3%	1.7%	24 650

Source: DASA(Quad Service)

1. MoD strength is based on 13 month average strength for financial year 2006/2007 excluding Royal Fleet Auxiliary staff and Locally engaged civilians.

2. Figures on intake have been rounded to the nearest five to prevent disclosure of sensitive personal data. Average MoD strength figures have been rounded to the nearest ten. Due to the rounding methods used, totals may not always equal the sum of the parts.

3. ~ Average MoD strength less than 100, no percentage calculated.

Civilian Staff: Exits from the MoD 2006/2007

Headcount

MoD - total	Outflow	Percentage of Outflow	Percentage of MoD Strength ¹	Average MoD Strength ¹
Total	10 185		11.8%	86 560
Gender				
Male	6 125	60.1%	11.1%	55 300
Female	4 060	39.9%	13.0%	31 260
Age				
16 - 19	380	3.8%	61.8%	620
20 - 24	1 040	10.2%	30.5%	3 400
25 - 29	810	7.9%	14.3%	5 670
30 - 34	750	7.3%	11.0%	6 820
35 - 39	860	8.5%	8.1%	10 590
40 - 44	1 020	10.0%	7.4%	13 740
45 - 49	935	9.2%	6.5%	14 290
50 - 54	955	9.4%	7.6%	12 650
55 - 59	1 230	12.1%	9.7%	12 730
60+	2 195	21.5%	36.4%	6 030
Not known	10	0.1%	~	30
Ethnicity				
White	7 610	74.7%	11.0%	69 130
EM	255	2.5%	12.3%	2 080
Not known	2 320	22.8%	15.1%	15 360
Asian	85	0.9%	10.7%	810
Black	70	0.7%	13.7%	500
Chinese	10	0.1%	~	90
Mixed	50	0.5%	12.1%	420
Other ethnic background	35	0.4%	14.5%	260
Disability				
No Disability	7 300	71.7%	12.5%	58 600
Disability	435	4.3%	13.1%	3 320
Not known	2 455	24.1%	10.0%	24 650

Source: DASA(Quad Service)

1. MoD strength is based on 13 month average strength for financial year 2006/2007 excluding Royal Fleet Auxiliary staff and Locally engaged civilians.
2. Figures on outflows have been rounded to the nearest five to prevent disclosure of sensitive personal data. Average MoD Strength figures have been rounded to the nearest 10. Due to the rounding methods used, totals may not always equal the sum of the parts.
3. ~ Average MoD strength less than 100, no percentage calculated.

RACE

Introduction

25. In April 2007 we published a final supplementary report against our single Race Equality Scheme 2002-2005, which had been extended from 1st August 2005 to 31 March 2006, to cover the intervening period prior to the introduction of our single overarching EDS, which incorporates our Race Equality Scheme.

Armed Forces

Recruitment and Outreach

26. The Royal Navy, Army and RAF aim to become more representative of UK society and to ensure that no one is deterred from joining the Services because they fear they would not be treated fairly. The Armed Forces continue to engage in a wide range of outreach and recruiting activities with particular emphasis on high ethnic minority population areas, especially Greater London. These activities are undertaken at local level by dedicated recruitment teams or by Service establishments based in or near the community. The Armed Forces remain committed to removing any real or perceived barriers which might prevent people from ethnic minorities from considering a Service career.

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

Representation

28. Despite these considerable and continuing efforts, the Armed Forces did not meet their UK ethnic minority recruiting goals for 2006/07. A new round of UK ethnic minority recruiting goals began in 2006/07. Commencing 1 April 2006, and for a minimum of the next four years, the incremental goals were set at 0.5% above the previous year's achievement for each Service, or rolling forward the previous year's target, whichever was higher. This should ensure that targets remain realistic and better reflect the prevailing circumstances. Goals for 2007/08 are: RN 3.5%; Army 4.3%; RAF 3.6%.

29. The following table shows a comparison of UK ethnic minority recruiting achievement set against goals for 2006/07:

Ethnic minority recruiting achievement in UK against targets 2006/07

	Goals	Applicants	Intake	Intake %
Naval Service	3.5%	195	70	2.1%
Army	4.1%	1440	490	3.8%
RAF	3.6%	315	30	1.6%

Source: Armed Forces Statistics

30. The Armed Forces aim is to reach 8% ethnic minority representation by 2013 (in line with ethnic minority representation in UK society) with an interim goal of 6% by 2006. Ethnic minority representation in the Armed Forces has risen substantially in recent years from just over 1% in 1999 to a provisional figure of 5.8% as at 1 April 2007.

Retention and Career Progression

31. Ethnic minority representation in the Armed Forces has risen substantially in recent years from just over 1% in 1999 and, as at 1 April 2007, stood at 5.8% (Royal Navy 2.7%, Army 3.4% and RAF 2.3%). Much of this increase is due to ethnic minority recruits from Commonwealth countries, particularly among Army other ranks.

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

33. Ethnic minority personnel are beginning to make progress towards the highest ranks in the Armed Forces although, given the low starting position, it will take many years before they are fully represented at all levels in the Services. Among officers across the three Services as at 1 April 2007, 2.1% of Lieutenant Colonels and equivalent ranks and above were ethnic minorities while, for other ranks, 2.3% at Sergeant and equivalent ranks and above were from ethnic minorities. Because many ethnic minority personnel have been recruited recently and are at a relatively early stage in their careers, their representation is disproportionately concentrated at the more junior levels (11.4% at Corporal and below in the Army are from ethnic minority backgrounds).

34. The highest ranking ethnic minority officer in the Armed Forces is a Rear Admiral. However, the number of ethnic minorities at the most senior levels remains relatively low. Senior officers are developed through the ranks and, it may be some time before we see a significant improvement in ethnic minority representation at this level.

Racial Harassment and Discrimination

35. Although it is not possible to draw conclusions from the number of complaints, the number of cases remains relatively low. The recent increase may be a result of the introduction in April 2005 of unified MOD procedures for dealing with allegations of harassment or discrimination. The results of Service Continuous Attitude Surveys indicate that racism is perceived to be less prevalent than ten years ago. Isolated incidents of racial harassment still occur and this is deeply regretted. Such behaviour has no place in the modern Armed Forces.

Reserve Forces

36. The Volunteer Reserves have continued to support the Regular Armed Forces ethnic minority recruitment campaign through participation in local recruiting events and use of Volunteer Reserve centres, especially in areas with large ethnic minority communities.

Benchmarking

37. The Armed Forces achievements in promoting racial equality were recognised when all three Services finished in the top ten in Race for Opportunity's (RFO) annual benchmarking report for 2006. The Army was judged to be the top public sector performer for its race-related policies and practices for the sixth consecutive year and achieved fifth place nationally for both public and private sector organisations.

Civilian Staff

Recruitment and Selection

38. Recruitment has been limited due to major re-organisational changes which affect the size and shape of the workforce. See the table on page 36 for an overview of the Department's recruitment activities.

Ethnic Minority Steering Committee (EMSC)

39. During this reporting period the EMSC in support of Black History Month hosted a seminar to consult with ethnic minority staff and to give them the opportunity to contribute views to two key issues: Networks and Barriers to progression. Delegates debated these issues and their ideas were publicised in the EMSC Newsletter.

40. The EMSC also held a seminar for candidates wishing to attend the Band D assessment centre in response to candidates wishing to discuss the process. They also provided advice to the MOD team leading on the revised bonus scheme and the new Performance Appraisal Report.

41. The EMSC re-engaged with the Civil Service Race Equality Network and with networks outside the civil service to share best practice and information.

Training & Development

New Horizons

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

43. Minority ethnic personnel are an under-represented group and MOD has decided to take positive action to help equip them with more confidence and skills to help them achieve their full potential. The training opportunities provided for New Horizons participants are available to everybody through defence business learning (dblearning) courses, along with other developmental opportunities such as the Prince's Trust Programme, Druidstone and Raleigh International.

44. The table below illustrates the attendance at dblearning courses by ethnic minority

Civilian Staff: Attendance on DB Learning courses

1 April 2006 to 31 March 2007

MoD - total	Number attended	Percentage of strength	Average MoD Strength ¹
Total	21,180	24.5%	86,560
Racial Group			
Asian - Bangladeshi	20	47.1%	40
Asian - Indian	140	31.7%	440
Asian - Pakistani	40	38.1%	100
Asian - Any other Asian background	70	29.5%	230
Black - African	40	30.2%	120
Black - Caribbean	90	27.9%	320
Black - Any other Black background	10	24.7%	50
Chinese - Any Chinese background	30	38.0%	90
Mixed Ethnic - Asian & White	40	27.6%	130
Mixed Ethnic - Black African & White	~	~	30
Mixed Ethnic - other background	90	32.3%	270
Any other ethnic background	70	27.0%	260
Ethnic Minority	640	30.8%	2,080
White - Any White background	17,500	25.3%	69,130
Not known	3,040	19.8%	15,360

Source: DB Learning

1. MoD strength is based on 13 month average strength for financial year 2006/2007, excluding Royal Fleet Auxiliary staff and Locally engaged civilians.

2. Initial staff number data provided for analysis of attendance of DBL courses comprised approx 26,850 personnel excluding military staff numbers. Data quality issues, and duplicate staff numbers reduced the available cohort to approx 23,890 personnel. Analysis of this cohort against the HRMS data extract produced a final usable data set of 21,180 staff numbers.

~ Attendance of 10 or less, no percentage against strength has been calculated.

Performance Appraisal

45. The number of non industrial staff who had self declared to be in a black or minority ethnicity since 2006 has increased from 1,470 to 1,510. The number of industrial staff recorded from a minority ethnic group was 160. For those non industrial staff who had declared a black or minority ethnicity, a lower percentage received a bonus than their white colleagues. For non industrial staff, when tested, the differences for percentage Bonus (and higher), Bonus Plus (and higher) and Enhanced Bonus were all found to be statistically significant. For industrial staff, when tested, the differences for all levels of bonus were not found to be statistically significant. (Source: DASA reports Performance Management, Performance Pay 2006 – 07 industrial and non industrial)

Promotion & Advancement

Band B Assessment Centre (AC)

46. In 2007 a total of 470 people attended the sift for the Band B AC, 115 people passed - a pass rate of 25 percent. After withdrawals, 110 people attended the AC, 85 passed - a pass rate of 77 percent.

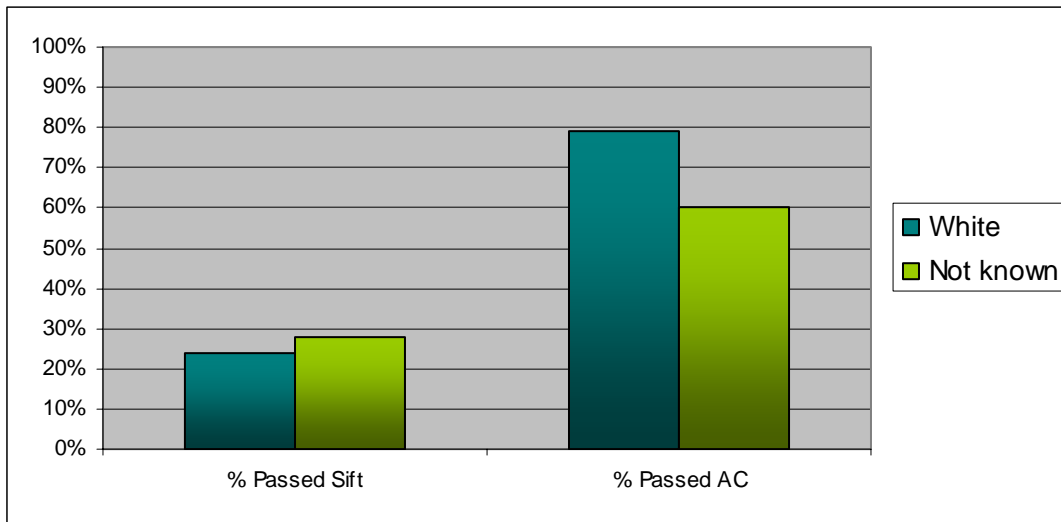
47. Of the 470 candidates attending the sift, 85 percent (395) declared themselves as white with a pass rate of 24 percent (95) whereas 3 percent (15) declared themselves as ethnic minority with fewer than 5 passing the sift programme. The remaining 12 percent (60) who did not declare their ethnic origin achieved a pass rate of 28 percent (15). The overall pass rate was 25 percent.

48. The differences between the ethnic groups were **not statistically significant**.

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

50. The differences between the ethnic groups were **not statistically significant**.

Figure 2: Band B AC – Pass Rates by Ethnicity



Note
The ethnic minority percentages are not included to prevent disclosure
Source: DASA (Quad Service)

Band D AC

51. The Band D AC considers all staff seeking promotion at Band E and Skill Zones 1-4, equally and evaluates against a single benchmark to identify the most suitable candidates for promotion to Band D.

52. ACs give an objective assessment of an individual's ability to operate at the management level being assessed. ACs test a candidate's core competences on a consistent basis resulting in a corporate standard. Band D represents a 'step change' from 'managed' to 'manager' and a more rigorous testing of the competences at this stage ensures a corporate standard at junior management level across the Department. Below is an analysis by DASA of this year's programme

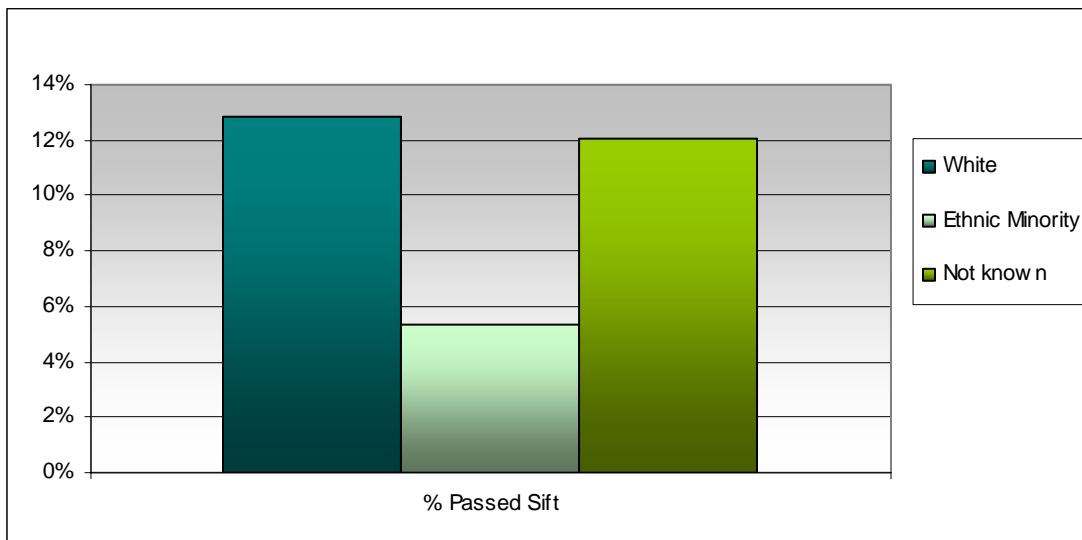
53. Of the 3,005 candidates attending the sift, 84 percent (2510) declared themselves as white with a pass rate of 13 percent (325) whereas 4 percent (115) declared themselves as ethnic minority with 5 percent (5) passing the sift programme. The remaining 13 percent (380) who did not declare their ethnic origin achieved a pass rate of 12 percent (45). The overall pass rate was 12 percent.

54. The differences between the ethnic groups were **not statistically significant**.

55. From the 370 candidates attending the AC, 86 percent (315) were of white origin with a pass rate of 53 percent (165), 2 percent (5) were ethnic minority with fewer than five passing the AC. From the remaining 13 percent (45) of candidates with an undeclared ethnic origin, 25 passed the AC with a pass rate of 51 percent. This compares against the overall pass rate of 52 percent.

56. Statistical comparisons cannot be made on these groups due to the small numbers involved.

Figure: Band D AC – Pass Rates by Ethnicity



Source: DASA (Quad Service)

Organisational Events, Features and Outreach Programmes

Central TLB (CTLB) Reported

A “We Were There” exhibition was produced by the Directorate of Defence Public Relations and launched during Black History Month in October 2006 by Derek Twigg MP, Minister for Veterans, and Gloria Mills, Commissioner from the Commission for Racial Equality. The aim of the exhibition is to raise awareness of the contribution made to defence by Britain’s ethnic minorities over the past two hundred and fifty years. The exhibition contains photographs, paintings, posters and historical documents as well as archive film from the First and Second World Wars. The exhibition is supported by a website www.wewerethere.mod.uk and a booklet. The content of the exhibition has been very well received particularly by schools as it provides students with a wider and more inclusive perspective of the two world wars. The exhibition has been on tour for the past year and venues have included Parliament; Shopping Centres (Slough); Colleges (Grimsby Institute of Further & Higher Education); Veterans Day (Birmingham City Council).

Defence Science and Technology (Dstl) reported:

Our Education Outreach programme continues to flourish with many events in the communities close to our core sites. We have supported around 30 different schools, encouraging and inspiring more than 3,500 students in a range of science and engineering activities. For example, our Science and Engineering Ambassadors (SEAs) helped to staff the Institute of Physics’ ‘Lab in a Lorry’ during National Science Week and hosted science fairs in local schools. We have more than 150 SEAs across Dstl and these numbers are growing as staff discover that, by getting involved, they can make a real difference in the community. Our SEAs are also involved in supporting teachers in the delivery of the school curriculum by helping with practical work in the classroom, arranging visits to Dstl or by supporting teachers behind the scenes in lesson planning. They also offer support for out-of-school activities such as clubs, awards and competitions. They offer mentoring and career guidance and address school groups about relevant topics, their careers and their experiences etc. At Dstl we also offer a limited number of work experience placements for students.

Dstl staff helped to set up and host a science café for the public engagement of science. The café meets on a monthly basis at a venue in the centre of Salisbury. On average around 150 people from the Salisbury community attend the event. The audience is diverse and has ranged in age from eight to over eighty. www.cafescientifiquesalisbury.org

Café Scientifique is a national network which provides a forum for debating science issues. It is committed to promoting public engagement with science and to making science accountable. <http://cafescientifique.org/>

Fleet TLB reported

Our Outreach activity has been extensive and further progress has been made against our race agenda, in particular, but also on disability and other diversity strands in general. We are continuing to deliver the Ethnic Minority Action Plan, which was devised in 2005 following a meeting between the Command Secretary and ethnic minority community leaders and has been developed over the last two years in consultation with the leaders. There have been some noteworthy achievements falling out of the plan, including:

Creation of an Ethnic Minority Advisory Panel, comprising community leaders and TLB representatives whose role is to oversee the delivery of the Action Plan and discuss new items for inclusion.

Delivery of a Multicultural Football Tournament, comprising teams of 14-16 year old youths with the emphasis on inclusion. Physical Training Instructors from HMS Temeraire co-ordinated the event, while Career Advisers were on hand to speak with the parents of participants. More than 50 children attended, together with the Portsmouth FC footballer LuaLua. Trophies were awarded to the winners and runners-up and a special prize, a Brazil shirt signed by the legendary Pele, was also presented to a lucky winner.

Hosting of the MOD's revised "We Were There" exhibition, which was on display in the Fleet HQ for a week and was viewed by community leaders.

Sponsorship of a local African Arts Festival.

Sponsorship of a local Black and Minority Ethnic Directory, which provides advice and information for ethnic minorities living in Hampshire on a wide range of topics such as, dealing with racial harassment, British citizenship, education, learning English, looking for work, and the law.

Attendance at a host of events including, Chinese New Year celebrations, an Interfaith Day, the Halabja commemoration and the bicentenary of the abolition of the Transatlantic slave trade celebrations.

We have also gained support for a Cross-Government Race Equality Network, bringing together Other Government Departments in the Portsmouth area to discuss their respective approaches in complying with their race-related legislation and to share good practice and experiences in promoting race relations.

Benchmarking

57. MOD took part in the RFO benchmarking exercise and received a gold standard award, which is an improvement on last year's silver award. Whilst this is a major achievement, we are not complacent and intend to build on this whilst acknowledging that there are still challenges ahead.

Armed Forces Statistics

Service Personnel: Workforce Profile by Ethnicity¹ - April 2007

Numbers & Percentages²

	Total		Naval Service		Army		RAF	
	number	% of workforce ³	number	% of workforce ³	number	% of workforce ³	number	% of workforce ³
Asian - Bangladeshi	50 ^P	0.0% ^P	5	0.0%	40 ^P	0.0% ^P	5	0.0%
Asian - Indian	275 ^P	0.2% ^P	30	0.1%	170 ^P	0.2% ^P	75	0.2%
Asian - Pakistani	120 ^P	0.1% ^P	15	0.0%	75 ^P	0.1% ^P	35	0.1%
Asian - Any other Asian background	580 ^P	0.3% ^P	25	0.1%	535 ^P	0.5% ^P	20	0.0%
Black - African	2,120 ^P	1.2% ^P	70	0.2%	2,025 ^P	2.0% ^P	25	0.1%
Black - Caribbean	2,215 ^P	1.2% ^P	270	0.7%	1,760 ^P	1.8% ^P	185	0.5%
Black - Any other Black background	1,655 ^P	0.9% ^P	65	0.2%	1,560 ^P	1.6% ^P	25	0.1%
Chinese - Any Chinese background	140 ^P	0.1% ^P	25	0.1%	85 ^P	0.1% ^P	30	0.1%
Mixed Ethnic - Asian & White	425 ^P	0.2% ^P	65	0.2%	255 ^P	0.3% ^P	105	0.3%
Mixed Ethnic - Black African & White	275 ^P	0.2% ^P	35	0.1%	200 ^P	0.2% ^P	35	0.1%
Mixed Ethnic - Black Caribbean & White background	715 ^P	0.4% ^P	120	0.3%	480 ^P	0.5% ^P	115	0.3%
Any other ethnic background	835 ^P	0.5% ^P	120	0.3%	580 ^P	0.6% ^P	140	0.3%
Total Ethnic Minorities	10,360^P	5.8%^P	985	2.7%	8,435^P	8.4%^P	935	2.3%
White - Any White background	167,315 ^P	94.2% ^P	35,485	97.3%	92,000 ^P	91.6% ^P	39,825	97.7%
Total declared ethnicity	177,670^P	100.0%^P	36,470	100.0%	100,435^P	100.0%^P	40,760	100.0%
Unknown ⁴	12,725 ^P	6.7% ^P	2,385	6.1%	5,730 ^P	5.4% ^P	4,605	10.2%
Total workforce	190,400^P		38,860		106,170^P		45,370	

Source: DASA(Quad Service)

¹ Figures are for UK Regular Forces and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists.

² Percentages are calculated from unrounded data.

³ Unless otherwise stated, percentages are calculated from total declared ethnicity.

⁴ Percentages of unknowns are calculated from the total workforce and are shown for coverage purposes.

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

p denotes provisional and are subject to review due to ongoing validation of data from the new Personnel Administration System

Strength of Service Personnel by Ethnic Origin and Paid Rank at 1 April

	Number				
	2003	2004	2005	2006	2007
White	181 655	182 060	177 665	173 710	167 315^P
Total Officers	29 725	29 890	29 720	29 615	28 700^P
Lieutenant Colonel and above	5 370	5 455	5 460	5 400	5 395 ^P
Major and below	24 355	24 435	24 260	24 215	23 305 ^P
Total Other Ranks	151 930	152 170	147 945	144 095	138 610^P
Sergeant and above	43 260	43 435	43 035	42 310	40 960 ^P
Corporal and below	108 670	108 740	104 915	101 785	97 650 ^P
Ethnic Minorities	8 175	9 320	9 885	10 180	10 360^P
Total Officers	750	745	740	735	730^P
Lieutenant Colonel and above	120	120	120	110	115 ^P
Major and below	630	625	620	620	615 ^P
Total Other Ranks	7 425	8 575	9 145	9 450	9 630^P
Sergeant and above	1 095	1 080	1 070	1 005	950 ^P
Corporal and below	6 330	7 495	8 075	8 445	8 675 ^P
Unknown⁷	17 085	15 640	13 545	11 955	12 725^P
Total Officers	2 680	2 810	2 545	2 350	2 670^P
Lieutenant Colonel and above	255	255	265	235	240 ^P
Major and below	2 425	2 555	2 280	2 115	2 430 ^P
Total Other Ranks	14 405	12 830	11 000	9 605	10 055^P
Sergeant and above	2 770	2 900	2 825	2 795	2 885 ^P
Corporal and below	11 635	9 930	8 175	6 810	7 170 ^P
<i>Ethnic minorities as a percentage of declared total</i>					
All grades	4.3%	4.9%	5.3%	5.5%	5.8%^P
Total Officers	2.5%	2.4%	2.4%	2.4%	2.5%^P
Lieutenant Colonel and above	2.2%	2.2%	2.2%	2.0%	2.1% ^P
Major and below	2.5%	2.5%	2.5%	2.5%	2.6% ^P
Total Other Ranks	4.7%	5.3%	5.8%	6.2%	6.5%^P
Sergeant and above	2.5%	2.4%	2.4%	2.3%	2.3% ^P
Corporal and below	5.5%	6.4%	7.1%	7.7%	8.2% ^P

Source: DASA(Quad Service)

Figures are for UK Regular Forces (trained and untrained), and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists.

Due to ongoing validation of data from a new personnel administration system, Army statistics at 1 April 2007 are provisional and subject to review.

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

Percentages are calculated from unrounded data.

p denotes provisional and are subject to review due to ongoing validation of data from the new Personnel Administration System.

Strength of Naval Service Personnel by Ethnic Origin and Paid Rank at 1 April

	Number				
	2003	2004	2005	2006	2007
White	38 005	37 630	37 465	37 260	35 485
Total Officers	7 235	7 205	7 270	7 285	6 965
Commander and above	1 410	1 430	1 440	1 445	1 460
Lieutenant Commander and below	5 825	5 775	5 830	5 840	5 505
Total Other Ranks	30 775	30 425	30 195	29 980	28 525
Petty Officer and above	10 820	10 700	10 515	10 555	10 290
Leading Hand and below	19 955	19 725	19 680	19 425	18 235
Ethnic Minorities	880	920	960	995	985
Total Officers	120	110	115	120	110
Commander and above	15	20	20	20	20
Lieutenant Commander and below	100	90	95	100	90
Total Other Ranks	760	810	840	875	875
Petty Officer and above	160	160	150	155	150
Leading Hand and below	605	650	690	720	725
Unknown⁷	2 660	2 330	1 520	1 135	2 385
Total Officers	445	450	345	255	505
Commander and above	50	50	50	35	35
Lieutenant Commander and below	395	400	295	225	470
Total Other Ranks	2 215	1 880	1 175	880	1 880
Petty Officer and above	525	515	360	235	245
Leading Hand and below	1 695	1 365	815	640	1 635

Ethnic minorities as a percentage of declared total

All grades	2.3%	2.4%	2.5%	2.6%	2.7%
Total Officers	1.6%	1.5%	1.6%	1.6%	1.5%
Commander and above	1.2%	1.4%	1.4%	1.4%	1.4%
Lieutenant Commander and below	1.7%	1.5%	1.6%	1.7%	1.6%
Total Other Ranks	2.4%	2.6%	2.7%	2.8%	3.0%
Petty Officer and above	1.4%	1.5%	1.4%	1.5%	1.4%
Leading Hand and below	2.9%	3.2%	3.4%	3.6%	3.8%

Source: DASA(Quad Service)

Figures are for UK Regular Forces (trained and untrained), and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists.

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

Percentages are calculated from unrounded data.

Strength of Army Personnel by Ethnic Origin and Rank at 1 April

	2003	2004	2005	2006	2007
Number					
White	97 280	97 745	94 595	93 490	92 000^P
Total Officers	13 100	13 430	13 425	13 545	13 475^P
Lieutenant Colonel and above	2 340	2 365	2 370	2 365	2 385 ^P
Major and below	10 760	11 065	11 055	11 180	11 090 ^P
Total Other Ranks	84 180	84 315	81 170	79 945	78 525^P
Sergeant and above	20 955	21 175	21 005	20 685	20 310 ^P
Corporal and below	63 225	63 140	60 165	59 260	58 215 ^P
Ethnic Minorities	6 070	7 200	7 780	8 150	8 435^P
Total Officers	360	380	380	390	405^P
Lieutenant Colonel and above	50	55	55	50	50 ^P
Major and below	310	320	325	340	355 ^P
Total Other Ranks	5 710	6 820	7 400	7 760	8 030^P
Sergeant and above	635	615	620	575	555 ^P
Corporal and below	5 075	6 205	6 780	7 185	7 480 ^P
Unknown⁷	8 775	7 805	6 910	6 090	5 730^P
Total Officers	945	910	850	795	755^P
Lieutenant Colonel and above	120	130	125	115	115 ^P
Major and below	825	780	725	680	640 ^P
Total Other Ranks	7 830	6 895	6 065	5 295	4 975^P
Sergeant and above	1 360	1 465	1 515	1 590	1 680 ^P
Corporal and below	6 470	5 430	4 550	3 710	3 295 ^P
<i>Ethnic minorities as a percentage of declared total</i>					
All grades	5.9%	6.9%	7.6%	8.0%	8.4%^P
Total Officers	2.7%	2.7%	2.8%	2.8%	2.9%^P
Lieutenant Colonel and above	2.1%	2.4%	2.3%	2.1%	2.0% ^P
Major and below	2.8%	2.8%	2.9%	2.9%	3.1% ^P
Total Other Ranks	6.4%	7.5%	8.4%	8.8%	9.3%^P
Sergeant and above	2.9%	2.8%	2.9%	2.7%	2.7% ^P
Corporal and below	7.4%	8.9%	10.1%	10.8%	11.4% ^P

Source: DASA(Quad Service)

Figures are for UK Regular Forces (trained and untrained), and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists.

Due to ongoing validation of data from a new personnel administration system, Army statistics at 1 April 2007 are provisional and subject to review.

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

Percentages are calculated from unrounded data.

p denotes provisional and are subject to review due to ongoing validation of data from the new Personnel Administration System.

Strength of RAF Personnel by Ethnic Origin and Rank at 1 April

	Number				
	2003	2004	2005	2006	2007
White	46 370	46 685	45 605	42 960	39 825
Total Officers	9 390	9 255	9 025	8 785	8 265
Wing Commander and above	1 620	1 660	1 655	1 590	1 550
Squadron Leader and below	7 770	7 595	7 370	7 195	6 715
Total Other Ranks	36 980	37 435	36 580	34 175	31 560
Sergeant and above	11 490	11 560	11 510	11 070	10 360
Corporal and below	25 490	25 875	25 070	23 100	21 205
Ethnic Minorities	1 225	1 200	1 150	1 040	935
Total Officers	270	260	245	225	215
Wing Commander and above	50	45	45	40	45
Squadron Leader and below	220	215	195	185	170
Total Other Ranks	955	945	905	815	720
Sergeant and above	300	305	295	275	250
Corporal and below	650	640	610	540	470
Unknown⁷	5 645	5 505	5 115	4 730	4 605
Total Officers	1 290	1 455	1 350	1 305	1 410
Wing Commander and above	85	75	90	90	90
Squadron Leader and below	1 205	1 375	1 260	1 215	1 320
Total Other Ranks	4 355	4 050	3 765	3 430	3 195
Sergeant and above	885	915	950	970	960
Corporal and below	3 470	3 135	2 810	2 460	2 235

Ethnic minorities as a percentage of declared total

All grades	2.6%	2.5%	2.5%	2.4%	2.3%
Total Officers	2.8%	2.7%	2.6%	2.5%	2.5%
Wing Commander and above	3.0%	2.6%	2.8%	2.6%	2.8%
Squadron Leader and below	2.8%	2.7%	2.6%	2.5%	2.5%
Total Other Ranks	2.5%	2.5%	2.4%	2.3%	2.2%
Sergeant and above	2.6%	2.6%	2.5%	2.4%	2.3%
Corporal and below	2.5%	2.4%	2.4%	2.3%	2.2%

Source: DASA(Quad Service)

Figures are for UK Regular Forces (trained and untrained), and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists.

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

Percentages are calculated from unrounded data.

**Service Personnel:
Outflow from Trained Strength of UK Regular Forces¹ to Civil
Life by Ethnicity during 2006/07**

Numbers & Percentages

	Total	White	EM	Unknown	White ⁶	EM ⁶	Coverage
All Services	18580	16605	750	1220	95.7%	4.3%	93.4%
Officers	2270	2055	45	165	97.9%	2.1%	92.7%
PVR ²	1060 ^p	960 ^p	10 ^p	85 ^p	98.8% ^p	1.2% ^p	91.8% ^p
TX ³	840 ^p	765 ^p	30 ^p	50 ^p	96.5% ^p	3.5% ^p	94.0% ^p
Other ⁴	360 ^p	330 ^p	5 ^p	30 ^p	98.5% ^p	1.5% ^p	92.2% ^p
Other Ranks	16310	14550	705	1055	89.2%	4.3%	93.5%
PVR ²	8170 ^p	7215 ^p	385 ^p	575 ^p	94.9% ^p	5.1% ^p	93.0% ^p
TX ³	3450 ^p	3125 ^p	105 ^p	225 ^p	96.7% ^p	3.3% ^p	93.5% ^p
Other ⁴	4680 ^p	4210 ^p	215 ^p	260 ^p	95.2% ^p	4.8% ^p	94.5% ^p
Naval Service	3190	3005	75	110	97.6%	2.4%	96.6%
Officers	400	375	10	15	97.7%	2.3%	96.5%
PVR ²	210 ^p	195 ^p	- ^p	10 ^p	- ^p	- ^p	- ^p
TX ³	160 ^p	150 ^p	- ^p	- ^p	- ^p	- ^p	- ^p
Other ⁴	40 ^p	35 ^p	- ^p	- ^p	- ^p	- ^p	- ^p
Other Ranks	2790	2630	65	95	94.3%	2.3%	96.6%
PVR ²	1750 ^p	1655 ^p	40 ^p	60 ^p	97.8% ^p	2.2% ^p	96.7% ^p
TX ³	420 ^p	395 ^p	10 ^p	15 ^p	97.8% ^p	2.2% ^p	96.9% ^p
Other ⁴	620 ^p	575 ^p	20 ^p	25 ^p	97.0% ^p	3.0% ^p	96.1% ^p
Army⁵	10650	9380	565	705	94.3%	5.7%	93.4%
Officers	1060	965	20	80	97.9%	2.1%	92.7%
PVR ²	590	535	5	50	98.7%	1.3%	91.9%
TX ³	320	285	10	20	96.3%	3.7%	93.4%
Other ⁴	160	145	-	10	-	-	94.3%
Other Ranks	9590	8415	545	630	87.8%	5.7%	93.4%
PVR ²	4780	4095	305	385	93.1%	6.9%	92.0%
TX ³	2150	1955	70	120	96.5%	3.5%	94.4%
Other ⁴	2650	2360	170	125	93.3%	6.7%	95.3%
RAF	4740	4220	110	405	97.5%	2.5%	91.4%
Officers	800	710	15	75	97.9%	2.1%	90.8%
PVR ²	260	230	-	30	-	-	88.6%
TX ³	370	330	15	25	96.2%	3.8%	92.7%
Other ⁴	170	150	-	15	-	-	89.8%
Other Ranks	3930	3505	95	335	89.1%	2.4%	91.5%
PVR ²	1640	1460	45	130	97.1%	2.9%	91.9%
TX ³	890	770	25	90	96.7%	3.3%	89.8%
Other ⁴	1410	1275	25	110	98.1%	1.9%	92.1%

Source: DASA(Quad Service)

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

² PVR - Premature Voluntary Release include those who leave the Armed Forces voluntarily before the end of their agreed engagement or commission period are said to leave on PVR.

³ TX - Time Expiry are those in the Armed Services who reach the end of their engagement or commission and then leave.

⁴ Other includes outflow due to redundancy, medical reasons, for misconduct, dismissals and death, amongst others.

⁵ Due to the introduction of a new Personnel Administration System, Army figures shown are the latest available comprising flows during the period 1 March 2006 and 28 February 2007.

⁶ Percentages are calculated from those personnel for whom we hold a record of ethnic origin, i.e. excluding those of unspecified ethnic origin.

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

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

p denotes provisional and are subject to review due to ongoing validation of data from the new Personnel Administration System.

Civilian Statistics

Civilian Staff: Workforce Profile by Ethnicity - April 2007

Racial Group	number	headcount % of declared workforce
White	67,450	97.0%
Asian	820	1.2%
Black	495	0.7%
Chinese	90	0.1%
Mixed	420	0.6%
Other Ethnic Background	235	0.3%
Total declared ethnicity	69,505	
Unknown - Not Surveyed, No Response to Survey ²	14,430	
Total³	83,935	

Source: DASA(Quad Service)

Notes

- 1 All figures are rounded to 5 and may not sum to the totals shown.
2. Staff who have not declared their ethnicity on the self declaration field within HRMS
3. Totals excludes staff in Royal Fleet Auxilliary and Locally engaged civilians.

Civilian Staff: Progress against ethnicity targets at 1 April

	2005	2006	2007	2009
SCS Target	3.2%	3.2%	3.2%	3.2%
	Achievement (Known Ethnicity)	2.2%	2.5%	2.1%
Band B Target	3.0%	3.5%	4.0%	4.5%
	Achievement (Known Ethnicity)	2.4%	2.3%	2.5%
Band D Target	4.0%	4.0%	4.5%	4.5%
	Achievement (Known Ethnicity)	2.9%	3.2%	3.2%

Source: DASA(Quad Service)

1. Ethnicity and disability data supporting percentages is based on self perception and self declaration of ethnic and disabled status as recorded on HRMS.

2. Data for SCS, Band B and Band D staff is based on broader banded non industrial personnel as recorded on HRMS.

3. Percentage calculations are based on known declared disability and ethnicity status, and exclude data for unknown or undeclared ethnicity and disability.

4. SCS targets are set by the Cabinet Office in the 10 point plan, Band B and Band D targets are from the Equality and Diversity Scheme action plan.

Strength of civilian personnel¹ by ethnic origin and grade², at 1 April each year

	Headcount				
	2003	2004	2005	2006	2007
Total Ministry of Defence Level 0	109 850	111 080	110 480	107 800	101 940

White	64 160	66 000	69 150	70 210	67 450
Senior Civil Service and equivalent ²	250	270	260	270	240
Pay Band B	1 970	2 010	2 140	2 300	2 080
Pay Band C	12 390	13 090	13 750	14 180	14 020
Pay Band D	11 010	11 220	11 600	11 490	10 520
Pay Band E	22 840	22 870	23 020	23 360	22 430
Other non-industrial	590	40	450	110	660
Industrial	8 880	8 420	9 390	10 010	9 620
Trading Fund Staff	6 230	8 080	8 530	8 500	7 900

Ethnic Minorities⁴	1 960	1 980	2 010	2 080	2 060
Senior Civil Service and equivalent ²	10	10	10	10	~
Pay Band B	50	50	50	50	50
Pay Band C	300	310	350	380	400
Pay Band D	330	340	350	380	340
Pay Band E	880	880	840	890	880
Other non-industrial	20	~	20	10	30
Industrial	240	220	200	200	180
Trading Fund Staff	140	180	170	170	170

Unknown⁵	43 730	43 100	39 320	35 500	32 440
Senior Civil Service and equivalent ²	40	20	30	40	50
Pay Band B	480	490	500	440	400
Pay Band C	3 300	3 700	3 640	3 050	2 820
Pay Band D	3 040	3 140	2 750	1 900	1 570
Pay Band E	7 120	7 240	6 260	4 100	3 450
Other non-industrial	470	30	240	40	170
Industrial	6 990	7 400	5 660	4 600	3 790
Royal Fleet Auxiliary (RFA)	2 450	2 310	2 350	2 340	2 260
Locally engaged civilians and manuals	13 840	15 430	15 660	16 790	15 650
Trading Fund Staff	5 980	3 320	2 230	2 200	2 180

Ethnic minorities as a percentage of total excluding unknown

All grades	3.0	2.9	2.8	2.9	3.0
Senior Civil Service and equivalent ²	3.1	2.2	2.2	2.5	~
Pay Band B	2.3	2.5	2.4	2.3	2.5
Pay Band C	2.4	2.3	2.5	2.6	2.7
Pay Band D	2.9	2.9	2.9	3.2	3.2
Pay Band E	3.7	3.7	3.5	3.7	3.8
Other non-industrial	2.7	~	4.4	6.6	3.8
Industrial	2.6	2.5	2.1	2.0	1.9
Trading Fund Staff	2.2	2.2	2.0	2.0	2.1

Source: DASA(Quad Service)

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

Civilian Staff: Progress through the External Recruitment Process 2006-07

Ethnicity	Applied	Interviewed	Offered	Appointed
All	10125	2815	1540	1155
White - British	6450	1835	1005	790
Ethnic Minority	560	115	65	45

Not Known / Choose not to declare	3115	865	470	320
-----------------------------------	------	-----	-----	-----

Ethnicity	Total applied	Interviewed as % of Applied	Offered as % of Applied	Appointed as % of Applied
All	100%	27.8%	15.2%	11.4%
White - British	100%	28.5%	15.6%	12.2%
Ethnic Minority	100%	20.2%	11.3%	8.2%

Not Known / Choose not to declare	100%	27.8%	15.0%	10.3%
-----------------------------------	------	-------	-------	-------

Ethnicity	Total applied	Interviewed as % of Applied	Offered as % of Interviewed	Appointed as % of Offered
All Known	7010	27.8%	54.9%	78.1%
White - British	6450	28.5%	54.8%	78.5%
Ethnic Minority	560	20.2%	55.8%	73.0%

Not Known / Choose not to declare	3115	27.8%	54.0%	68.6%
-----------------------------------	------	-------	-------	-------

~ Denotes less than 5

- Denotes zero

Notes:

1. Headcount only.

2. Part time staff are counted with equal weight to full time staff

3. Percentages are calculated against known responses and are not shown if numbers involved are below 5.

All figures have been rounded to meet Freedom of Information requirements and protect confidentiality.

Ministry of Defence Police

Recruitment and Selection

58. The MDP continued to strive to attract and recruit ethnic minority police officers, devoting a significant proportion of its overall recruitment advertising budget to advertising targeting minority ethnic communities. For example, adverts were placed in "The Voice", an ethnic minority radio station's web advertising opportunity (Sunrise Radio Online) was used, a cinema advert was shown in selected cinemas in areas with high minority ethnic communities and several targeted recruiting fairs were attended.

59. However, the MDP still failed to attract significant numbers of ethnic minority applicants and has now formed a Minority Representation Working Group (MRWG) with a remit to identify and evaluate alternative solutions. Additionally, analysis of recruitment statistics shows that ethnic minority candidates fared less well through the recruitment process than their white counterparts and the MRWG is working with the MDP Recruiting Department to understand why this might be the case and to identify steps to remedy this. The table below shows the recruitment statistics for the MDP.

Recruitment 2006/07

	Applications Received	Passed paper sift	Passed SEARCH™	Appointed
White	1535	395	245	200
EM	150	25	10	5
Not known	5	~	0	0
Total	1690	420	255	205

Figures rounded to nearest 5

Promotion Applications 2006/07

	Constable to Sergeant	Sergeant to Inspector	Inspector to Chief Inspector	Chief Inspector to Superintendent
White				
EM				
Not known				
Total	190	65	45	0

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

Figures rounded to nearest 5

Retention

60. Less than five ethnic minority officers left the MDP for any reason, including resignation, age retirement, ill health and other early retirement, dismissal or death in service, during 2006/07. Although the overall numbers of ethnic minority officers remains low in comparison with other civilians in the MOD and with many other police forces, there is no indication that the rate of resignation by ethnic minority officers is disproportionate.

	Resignation	Age, ill health and other retirement	Dismissal	Death in service
White				
EM				
Not known				
Total	70	80	5	5

Note: less than five ethnic minority officers left the MDP for any reason in 2006/07. Disclosure of the numbers of white officers who left the MDP would disclose the actual figure and so this table has been left blank

Figures rounded to nearest 5

Representation

61. Although there is no indication that the MDP work environment has any negative impact on the retention and progression of ethnic minority officers, there is still a commitment to ensuring that ethnic minority officers want to stay with the organisation and to realise their full potential. Although less than five ethnic minority MDP officers applied for promotion from Constable to Sergeant and from Sergeant to Inspector, the number of ethnic minority officers who did apply for promotion was not disproportionate to the number of ethnic minority staff in the ranks.

The MDP recognises that there is a need to be aware of any issues which particularly affect ethnic minority staff and to understand any specific needs they have. A seminar was held in November 2007 to which all ethnic minority staff were invited, as a result of which a working group was set up to make the necessary arrangements for the formation of a support group. Although this was not completed in 2006/07, the Agency Support Group for Minority Ethnic Staff (AS-ME) was formally launched in November 2007. The group have already been represented for some time on both the MDP's Diversity Programme Board and its Minority Representation Working Group and are contributing to the development of ideas to recruit more ethnic minority MDP officers and to encourage more officers to go forward for promotion.

Performance Appraisal

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

63. The only apparent detriment an MDP officer might suffer as a result of performance assessment would be dismissal because of unsatisfactory performance. No MDP officers were dismissed on performance grounds in 2006/07.

Harassment/ Grievance and Discipline

64. New harassment complaints procedures were introduced for the MDP in August 2006. These procedures mirror, as far as possible, the arrangements for other MOD staff, whilst being consistent with the national police misconduct arrangements which apply to MDP officers. The procedures enable the MDP's Diversity and Equality Unit (DEU) to monitor formal harassment complaints as well as those which are resolved through a variety of informal methods.

Training and Development

65. The MDP is not yet in a position to give statistics on applications for training because the HRMS functionality has only recently been made available. There is no retrospective recording and so figures for 2006/07 are not available. It would be possible to produce a list of staff who had attended training at the MDP Training Centre only, but it is not feasible to manually identify the gender of each student.

Other issues

66. The MDP has had membership in its own right of the RFO campaign since 2002 and has participated in the RFO benchmarking exercise each year since then. The last benchmarking exercise was completed in March 2006, when the MDP achieved the bronze standard with an overall score of 68%. Unfortunately RFO did not run a benchmarking exercise during the period covered by this report so it is not possible to determine what level of improvement the MDP has made.

DISABILITY

Armed Forces

67. The Armed Forces are exempt from the employment provisions of the Disability Discrimination Act 1995. This exemption was secured because all Armed Forces' personnel need to be combat effective in order to meet a world-wide liability to deploy.

68. Inevitably, some personnel become temporarily unfit for operational duties and others acquire a permanent condition which limits their functional capacity, physical or mental, and may ultimately lead to their medical retirement. Our policies and procedures aim to avoid unnecessary threats to health and to provide the treatment and rehabilitation to ensure personnel can return, where possible, to normal service duties. Where medical retirement becomes necessary, our policies and procedures aim to provide proper resettlement and after-care services.

Civilian Staff

Recruitment and Selection

Recruitment has again been limited due to major re-organisational changes which affect the size and shape of the workforce. See the table on page 48 for an overview of the Department's recruitment activities.

The Disability Steering Committee

The Disability Steering Committee (DSC) comprises representatives nominated by their TLBs. The DSC is currently involved with the development of a "Disability Toolkit," with input from several groups to ensure that it covers all aspects of disability within the department. The toolkit will also provide advice and guidance regarding the reasonable adjustments process, as it is vital that line management and individuals understand what to do.

Other Networks and Forums

Land Forces TLB

The RAF Benson Network continues to thrive and meets twice a year. Every effort is made to invite a guest speaker and they have had short presentations from: Disability Employment Adviser, MOD Welfare Adviser, Right Employment and Shaw Trust.

The Upavon Disability Network Forum has now been renamed the Land Forces Disability Network Forum (LFDNF) and has been expanded to include staff from HQ Land Command in Wilton. The LFDNF continues to engage with the Project Hyperion team over the disability issues that need to be considered in the specifications and working environment of the new HQ at Andover.

The Catterick and NE Area Disability Network has met twice within the reporting period and has discussed the impact of the change in funding from the Department of Work and Pensions, the effects of reasonable adjustment for disabled staff, the role of PPPA, and how that will affect the support received by disabled staff.

The Scotland Disability Network continues to meet and represents disabled staff across the whole of Scotland.

Training & Development

The table below illustrates the attendance at dbLearning courses by disability

Civilian Staff: Attendance on DB Learning courses

1 April 2006 to 31 March 2007

MoD - total	Number attended	Percentage of strength	Average MoD Strength ¹
Total	21,180	24.5%	86,560
Disability			
Hearing Impairment	220	27.3%	820
Visual Impairment	90	32.0%	280
Speech Impairment	~	~	50
Mobility Impairment	240	30.5%	790
Physical Co-ordination Difficulties	30	24.0%	120
Reduced Physical Capacity	240	27.0%	900
Severe Disfigurement	~	~	50
Learning Difficulties	50	31.2%	170
Mental Illness	30	31.0%	110
Disability	930	28.3%	3,300
No Disability	15,340	26.2%	58,600
Not known	4,910	19.9%	24,670

Source: DB Learning

1. MoD strength is based on 13 month average strength for financial year 2006/2007 excluding Royal Fleet Auxiliary staff and Locally engaged civilians.

2. Initial staff number data provided for analysis of attendance of DBL courses comprised approx 26,850 personnel excluding military staff numbers. Data quality issues, and duplicate staff numbers reduced the available cohort to approx 23,890 personnel. Analysis of this cohort against the HRMS data extract produced a final usable dataset of 21,180 staff numbers.

~ Attendance of 10 or less, no percentage against strength has been calculated.

Performance Appraisal

69. The number of non industrial staff who had declared a disability was 2,270. For those non industrial staff who had declared a disability, when tested, the differences for percentage Bonus (and higher), Bonus Plus (and higher) and Enhanced Bonus were all found to be statistically significant. The number of industrial staff who had declared a disability was 620. For those industrial staff who had declared a disability, when tested, the difference for percentage Bonus (and higher) was found to be not statistically significant, the difference for Bonus Plus (and higher) and Enhanced Bonus were statistically significant.

Promotion & Advancement

Band B AC

70. In 2007 a total of 470 people attended the Sift for the Band B AC, 115 people passed - a pass rate of 25 percent.

71. After withdrawals, 110 people attended the AC, 85 passed – a pass rate of 77 percent.

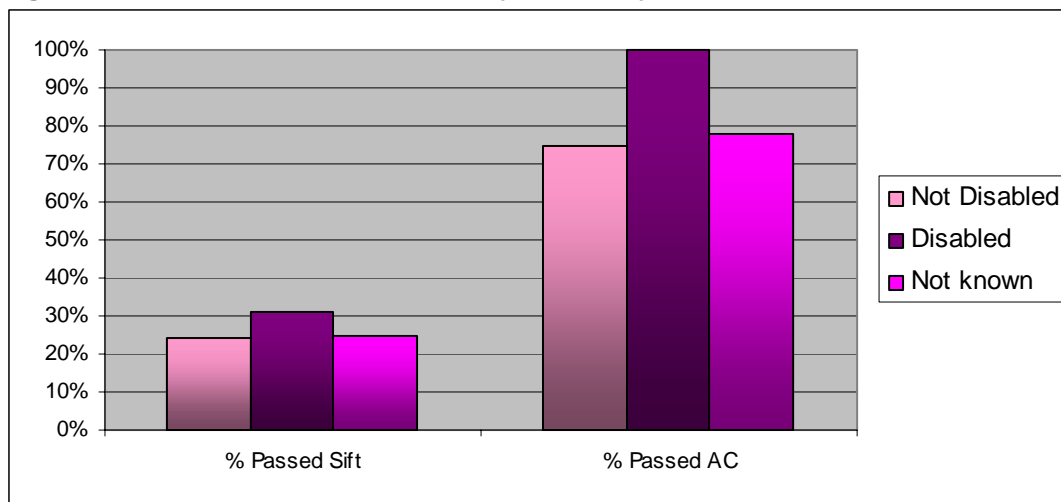
72. Of the 470 candidates attending the sift, 73 percent (340) declared themselves as not disabled with a pass rate of 24 percent (85) whereas 3 percent (15) declared themselves as disabled with 31 percent (5) passing the sift. The remaining 24 percent (110) who did not declare their disability status achieved a pass rate of 25 percent (25). This compares against the overall pass rate of 25 percent.

73. The differences in results between disability groups were **not statistically significant**

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

75. The differences in AC results between the disability groups were **not statistically significant**.

Figure 3: Band B AC – Pass Rates by Disability



Source: DASA (Quad Service)

Band D AC

76. The Band D AC considers all staff seeking promotion at Band E and Skill Zones 1-4, equally and evaluates against a single benchmark to identify the most suitable candidates for promotion to Band D.

77. ACs give an objective assessment of an individual's ability to operate at the management level being assessed. ACs tests a candidate's core competences on a consistent basis resulting in a corporate standard. Band D represents a 'step change' from 'managed' to 'manager' and a more rigorous testing of the competences at this stage ensures a corporate standard at junior management level across the Department.

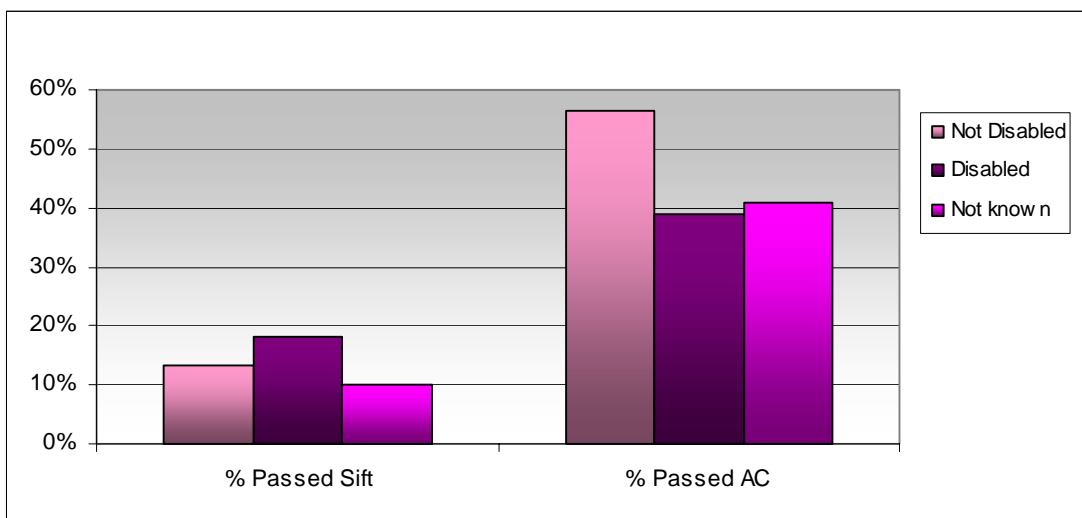
78. Of the 3,005 candidates attending the sift, 70 percent (2095) declared themselves as not disabled with a pass rate of 13 percent (275) whereas 3 percent (105) declared themselves as disabled with 18 percent (20) passing the sift. The remaining 27 percent (805) who did not declare their disability status achieved a pass rate of 10 percent (80). This compares against the overall pass rate of 12 percent.

79. The differences in results between disability groups tested as **statistically significant** however not highly statistically significant.

80. Of the 370 candidates attending the AC, 71 percent (265) had declared themselves as not disabled with a pass rate of 56 percent (150), 5 percent (20) were disabled with 39 percent (5) passing the AC. The remaining 24 percent (90) of the candidates with an undeclared disability status achieved a pass rate of 41 percent (35). The overall pass rate was 52 percent.

81. The differences in AC results between the disability groups were **not statistically significant**.

82. Figure: Band D AC – Pass Rates by Disability



Source: DASA (Quad Service)

Organisational Events, Features and Outreach Programmes

Fleet TLB

Key amongst our initiatives has been the provision of work placements that we offer to minority groups in the local community, many of whom have been unemployed for significant periods of time. We have a register of staff that have volunteered to host the work placements and can accommodate them in the workplace for up to 13 weeks. The experience enables the individual to gain an insight into the MOD and how it operates, while also building their confidence and refreshing or nurturing unused skills, ultimately to assist them in gaining full-time employment. We endeavour to match the work with the skills and wishes of the individual, and over the reporting period we have accommodated a range of placements, from general administration to working in a pharmacy.

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

The TLB won a prestigious award from the Southampton Centre for Independent Living in recognition of its work on behalf of disabled employees and members of the local community. The judges were so impressed that they considered us worthy of the special Gold Award for Employment, which was presented by Patricia West, Chair of Hampshire County Council (who sponsored the award) at a ceremony at the Rose Bowl in Southampton in November 2006.

Civilian Statistics

Civilian Staff: Workforce Profile by Disability - April 2007

	number	Headcount % of declared workforce
No Disability	57,460	94.7%
Hearing Impairment	780	1.3%
Visual Impairment	270	0.4%
Speech Impairment	50	0.1%
Mobility Impairment	780	1.3%
Physical Co-ordination Difficulties	120	0.2%
Reduced Physical Capacity	890	1.5%
Severe Disfigurement	40	0.1%
Learning Difficulties	180	0.3%
Mental Illness	110	0.2%
Unknown Disability	110	0.2%
Total declared disability	60,790	
Unknown - Not Surveyed, No Response to Survey ²	23,150	
Total Level 0³	83,930	

Source: DASA(Quad Service)

Notes

- 1 All figures are rounded to 5 and may not sum to the totals shown.
- 2 Staff who have not declared their disability status on the self declaration field within HRMS
3. Totals excludes staff in Royal Fleet Auxiliary and Locally engaged civilians.

Civilian Staff: Progress against disability targets at 1 April

		2005	2006	2007	2009
SCS	Target	2.0%	2.0%	2.0%	2.0%
	Achievement (Known disability)	3.9%	3.3%	2.4%	
Band B	Target	4.0%	4.0%	4.5%	5.0%
	Achievement (Known disability)	3.6%	3.8%	3.3%	
Band D	Target	6.0%	6.0%	6.5%	6.5%
	Achievement (Known disability)	6.3%	6.1%	6.4%	

Source: DASA(Quad Service)

1. Ethnicity and disability data supporting percentages is based on self perception and self declaration of ethnic and disabled status as recorded on HRMS
2. Data for SCS, Band B and Band D staff is based on broader banded non industrial personnel as recorded on HRMS
3. Percentage calculations are based on known declared disability and ethnicity status, and exclude data for unknown or undeclared ethnicity and disability.
4. SCS targets are set by the Cabinet Office in the 10 point plan, Band B and Band D targets are from the Equality and Diversity Scheme action plan

Strength of civilian personnel¹ by disability status and grade², at 1 April each year

Headcount

	2003	2004	2005	2006	2007
Total Ministry of Defence Level 0	109 850	111 080	110 480	107 800	101 940

Disabled	4 160	3 690	3 560	3 390	3 320
Senior Civil Service and equivalent ³	-	10	10	10	10
Pay Band B	50	50	60	70	60
Pay Band C	700	690	670	650	680
Pay Band D	660	610	620	600	580
Pay Band E	1 240	1 140	1 110	1 090	1 120
Other non-industrial ⁴	30	-	10	-	10
Industrial	990	790	710	670	590
Trading Fund Staff	490	400	350	310	280

Not Disabled	50 230	53 780	59 160	58 780	57 460
Senior Civil Service and equivalent ³	150	230	250	270	250
Pay Band B	1 330	1 510	1 720	1 880	1 800
Pay Band C	8 310	10 010	11 310	12 000	12 270
Pay Band D	7 190	8 260	9 220	9 190	8 580
Pay Band E	14 870	17 120	18 480	18 580	18 190
Other non-industrial ⁴	530	50	530	120	610
Industrial	11 620	7 950	8 980	9 360	8 850
Trading Fund Staff	6 230	8 650	8 670	7 380	6 930

Undeclared⁵	55 460	53 610	47 760	45 620	41 150
Senior Civil Service and equivalent ³	150	50	50	40	30
Pay Band B	1 110	980	900	840	670
Pay Band C	6 990	6 420	5 760	4 960	4 280
Pay Band D	6 540	5 830	4 860	3 980	3 270
Pay Band E	14 730	12 720	10 540	8 670	7 450
Other non-industrial ⁴	510	20	170	50	240
Industrial	3 500	7 300	5 570	4 770	4 160
Royal Fleet Auxiliary (RFA)	2 450	2 310	2 350	2 340	2 360
Locally engaged civilians and manuals	13 840	15 430	15 660	16 790	15 650
Trading Fund Staff	5 630	2 530	1 910	3 180	3 050

Disabled staff as a percentage of total excluding unknown

All grades	7.7%	6.4%	5.7%	5.5%	5.5%
Senior Civil Service and equivalent ³	2.6%	3.7%	3.9%	3.3%	2.4%
Pay Band B	3.8%	3.3%	3.6%	3.8%	3.3%
Pay Band C	7.8%	6.4%	5.6%	5.1%	5.2%
Pay Band D	8.4%	6.9%	6.3%	6.1%	6.4%
Pay Band E	7.7%	6.3%	5.7%	5.5%	5.8%
Other non-industrial ⁴	5.9%	4.2%	2.6%	0.9%	1.8%
Industrial	7.8%	9.0%	7.4%	6.7%	6.2%
Trading Fund Staff	7.3%	4.4%	3.9%	4.0%	3.8%

Source: DASA(Quad Service)

1. Civilian Level 0 and Level 1 totals use the revised definition of civilian personnel, Level 0 includes all directly employed MoD staff including Royal Fleet Auxiliary, Trading Funds and Locally engaged civilians, Level 1 excludes staff in Trading Funds and Locally engaged civilians.

2. Grade equivalence is shown in terms of the broader banding structure and is based on paid grade.

3. Includes about 50 personnel outside the Senior Civil Service but of equivalent grade.

4. Includes industrial staff on temporary promotion to non-industrial grades.

5. Those for whom there is no computerised record of their ethnic origin, including those who refused to reply to the relevant survey.

Civilian Staff: Progress through the External Recruitment Process by Grade 2006-07

Disability	Applied	Interviewed	Offered	Appointed	Disability	Total applied	Interviewed as % of Applied	Offered as % of Applied	Appointed as % of Applied
Band C									
All	2,245	725	270	220	All	2,245	32%	12%	10%
Disabled	40	5	~	~	Disabled	40	15%	~	~
No Disability	1,810	550	220	180	No Disability	1,810	30%	12%	10%
Not known	390	170	45	35	Not known	390	43%	12%	9%
D									
All	1,420	375	170	125	All	1,420	26%	12%	9%
Disabled	35	5	~	~	Disabled	35	19%	~	~
No Disability	945	255	130	95	No Disability	945	27%	14%	10%
Not known	440	115	40	30	Not known	440	26%	9%	6%
E1 and E2									
All	3,465	865	570	390	All	3,465	25%	16%	11%
Disabled	85	25	5	5	Disabled	85	28%	8%	7%
No Disability	1,745	385	245	165	No Disability	1,745	22%	14%	9%
Not known	1,635	455	315	220	Not known	1,635	28%	19%	13%
RET									
All	1,100	265	145	80	All	1,100	24%	13%	7%
Disabled	5	~	-	-	Disabled	5	~	~	~
No Disability	260	80	30	15	No Disability	260	31%	11%	6%
Not known	835	185	115	65	Not known	835	22%	14%	8%
Skill zone									
All	1,900	585	385	345	All	1,900	31%	20%	18%
Disabled	40	15	5	5	Disabled	40	32%	17%	17%
No Disability	945	270	225	200	No Disability	945	28%	24%	21%
Not known	910	305	155	135	Not known	910	33%	17%	15%

~ Denotes a value less than 5, for which percentages are not calculated.

- Denotes zero

"Not known" is those applicants for whom no data on Disability is available

Notes:

1. Headcount only.
2. Part time staff are counted with equal weight to full time staff
3. Percentages are not shown if numbers involved are below 5.

All figures have been rounded to meet Freedom of Information requirements and protect confidentiality.

Civilian Staff: Progress through the External Recruitment Process 2006-07

Disability	Applied	Interviewed	Offered	Appointed
All	10,125	2,815	1,540	1,155
Disabled	210	50	20	15
No Disability	5,710	1,540	850	660
Not known	4,210	1,225	670	480

Disability	Total applied	Interviewed as % of Applied	Offered as % of Applied	Appointed as % of Applied
All	100%	27.8%	15.2%	11.4%
Disabled	100%	24.5%	8.7%	8.2%
No Disability	100%	27.0%	14.9%	11.5%
Not known	100%	29.1%	15.9%	11.5%

Disability	Total applied	Interviewed as % of Applied	Offered as % of Interviewed	Appointed as % of Offered
All Known	5,920	26.9%	54.6%	77.8%
Disabled	210	24.5%	35.3%	94.4%
No Disability	5,710	27.0%	55.2%	77.4%
Not known	4,210	29.1%	54.7%	71.9%

~ Denotes less than 5

- Denotes zero

"Not known" is those applicants for whom no data on Disability is available

Notes:

1. Headcount only.

2. Part time staff are counted with equal weight to full time staff

3. Percentages are not shown if numbers involved are below 5.

All figures have been rounded to meet Freedom of Information requirements and protect confidentiality.

Ministry of Defence Police

Recruitment and Selection

83. Applicants to the MDP must be able to achieve testing fitness and medical standards, in common with practice across the police service. The MDP recognises that these standards may prevent some disabled candidates from joining and early in 2007 began work to review the medical standards which are applied to ensure that they are absolutely necessary. This work is expected to be completed early in 2008. There are some reasonable adjustments which can be made to the recruitment process, which is a process "owned" by the National Police Improvement Agency, most notably for candidates with dyslexia. Nevertheless, very few applicants declare a disability – less than five applicants in 2006/07 did so.

Recruitment 2006/07

	Applications Received	Passed paper sift	Passed SEARCH™	Appointed
No disability				
Disability				
Total	1690	420	255	205

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

Figures rounded to nearest 5

Promotion Applications 2006/07

	Constable to Sergeant	Sergeant to Inspector	Inspector to Chief Inspector	Chief Inspector to Superintendent
No disability				
Disability				
Total	190	65	45	0

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

Figures rounded to nearest 5

Retention

84. Less than five officers who had declared a disability left the MDP for any reason, including resignation, age retirement, ill health and other early retirement, dismissal or death in service, during 2006/07. There is no indication that the rate of resignation by disabled officers is disproportionate and exit questionnaires and interviews have not indicated any disability related reasons for resignations.

	Resignation	Age, ill health and other retirement	Dismissal	Death in service
No disability				
Disability				
Total	70	80	5	5

Note: less than five officers who had declared a disability left the MDP for any reason in 2006/07. Disclosure of the numbers of officers who had either declared that they did not have a disability or not made any declaration and who left the MDP would disclose the actual figure of disabled officers and so this table has been left blank.

Figures rounded to nearest 5

Representation

85. There appears to be clear evidence that disability does not deter MDP officers from applying for promotion. 1.6% of applicants for promotion from Constable to Sergeant had declared a disability and 3.0% of applicants for promotion from Sergeant to Inspector were disabled. By comparison, 1.1% of Constables and only 1.5% of Sergeants in the MDP at 1 April 2006 had declared a disability. It is less easy to determine whether success rates for disabled candidates are proportionate. The police promotion process up to Inspector rank involves applying to sit the promotion examination some months in advance, sitting the examination, attending a promotion assessment centre and, separately, attending a promotion interview. Successful candidates, who then hold a promotion “ticket”, apply for posts in the next rank at any time they wish, within the two year life of their ticket. This means that, at December 2007, not all of those who applied after April 2006 had been through all the stages of the process and so their comparative success cannot be determined.

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

86. The MDP recognises the need to be more aware of issues which disabled staff face and has been working towards the formation of a support group for disabled staff. All staff who had declared a disability were written to by the MDP DEU to assess the level of support for such a group and an initial meeting was held in early 2007 of those staff who were interested and wanted to take this further. As a result, a working group was set up to make the necessary arrangements for the formation of a support group. The group is expected to be formally launched in March 2008 and the working group is represented on the MDP’s Diversity Programme Board.

Performance Appraisal

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

88. The only apparent detriment an MDP officer might suffer as a result of performance assessment would be dismissal because of unsatisfactory performance. No MDP officers were dismissed on performance grounds in 2006/07.

Harassment/ Grievance and Discipline

89. The table below shows the harassment complaints recorded between August 2006 and 31 March 2007. Fewer than five complaints have been resolved informally and fewer than ten formal harassment complaints were made: less than five of the complainants or respondents had declared a disability and so no separate figures for disability are shown (although these are monitored by the MDP DEU).

Harassment Complaints 2006/07

	Informal Complaints		Formal Complaints	
	Complainant	Respondent	Complainant	Respondent
No disability				
Disability				
Total	5	5	10	15

Note: less than five officers who had declared a disability were involved in harassment complaints, whether as complainant or respondent. Disclosure of the numbers of officers who had either declared that they did not have a disability or not made any declaration and who were involved in cases would disclose the actual figure of disabled officers and so this table has been left blank. Figures rounded to nearest 5

Training and Development

90. The MDP is not yet in a position to give statistics on applications for training because the HRMS functionality has only recently been made available. There is no retrospective recording and so figures for 2006/07 are not available. It would be possible to produce a list of staff who had attended training at the MDP Training Centre only, but it is not feasible to manually identify the disability status of each student.

Other issues

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

GENDER

Armed Forces

91. The Armed Forces have an exemption from the Sex Discrimination Act for reasons of combat effectiveness and there are restrictions on women serving in close-combat roles. The principal roles which are closed to women are: the Royal Marines General Service, the Household Cavalry and Royal Armoured Corps, the Infantry and Royal Air Force Regiment. The proportion of posts in the Armed Forces open to women is: 71% of posts in the Naval Service; 67% of posts in the Army; and 96% of posts in the Royal Air Force.

Representation

92. However, the contribution of women to the operational effectiveness of the Armed Forces is essential and women serve today in a greater variety of posts than ever before. Statistics show that in 2007 over 9% of the total of the Armed Forces are women. The picture for officers is even better, with over 11% being female. The highest ranks currently achieved by women are Commodore in the Naval Service; Brigadier in the Army; and Air Commodore in the Royal Air Force. With the increasing number of women in the Armed Forces we expect the number of women reaching senior levels to rise as the number coming up through the ranks grows.

93. In June 2005, the Ministry of Defence entered into a three-year Agreement with the Equal Opportunities Commission to prevent and deal effectively with sexual harassment in the Armed Forces. During 2006-7, key activities included:

- research to understand attitudes to issues relating to sexual harassment better;
- the launch of a review in January 2007 of the Equality and Diversity training provided to military and civilian personnel throughout their careers;
- a review of the Department's harassment complaints procedure leading to the introduction of revised arrangements with effect from January 2007.

Transsexual Personnel

94. There are currently about 20 transsexual people serving in the Armed Forces. A tri-Service Working Group comprising personnel policy, medical and legal staffs has been working on the formulation of a tri-Service policy to ensure that there is a consistent approach to the management of transsexual people in the three Services and that the approach meets medical and statutory requirements. (Source: Armed Forces Statistics).

Equal Pay

95. The Ministry of Defence has been undertaking a Strategic Remuneration Review which is looking at future remuneration options for Service personnel. Equality proofing will underpin any new recommendations (which are likely to be some years away), although the relatively short pay ranges, use of job evaluation for other ranks and clear differential for officers indicate that current structures meet the equality challenge. Indeed, the Cabinet Office has acknowledged that the military pay structure does not present a major problem in terms of equal pay.

Recruitment, Retention and Progression

96. The Armed Forces consider applications from men and women on merit and do not operate separate recruitment targets for women. An increasing proportion of applications come from women and no need is seen to set specific targets for recruitment. Recruiting initiatives are generally gender-free; nevertheless, the Services' recruiting organisations include female personnel to assist a fair gender representation in recruiting activities. All three Services have School Presentation and Recruiting Teams which visit schools, including girl-only schools each year. Recruitment advertising has also appeared in female orientated magazines. In Financial Year 06/07 the Services gained 1,960 female recruits from civilian life (representing 9.9% of the total intake) which is 220 more women recruits than the previous year.

97. During the reporting period the provisions of the Armed Forces' Occupational Maternity Scheme were reviewed and improvements were introduced for women whose babies were due on or after 1 April 2007. From that date qualifying Servicewomen who agreed to return to duty for 12 months following maternity leave received full pay for the first six months of maternity leave, followed by thirteen weeks at the Statutory Maternity Pay rate. This enables more Servicewomen to accommodate pregnancy and maternity absence within their Service careers.

98. Statistics indicate that the retention of women in the Armed Forces continues to be significantly different to men and measures are under consideration to address this.

Harassment and Discrimination

99. The Armed Forces aim to create a working environment free from harassment, intimidation and unlawful discrimination in which everyone is not only valued and respected – but encouraged to realise their full potential, regardless of race, ethnic origin, religion, gender, social background or sexual orientation. The Services are determined to eradicate all forms of harassment and discrimination and complaints are taken seriously, investigated thoroughly and resolved as quickly as possible.

100. In 2005 the Ministry of Defence entered into a formal three-year agreement with the Equal Opportunities Commission as the Commission was concerned by the number of sexual harassment complaints it had received from Servicewomen. Since 2005 our main achievements have been:

- Raising awareness of the problem, including thorough discussions across the Services with personnel at every level;
- Research to better understand the nature of the problem;
- A review of our procedures for making and dealing with complaints of harassment to make them more accessible and robust;
- Establishment of a mechanism to identify and share lessons;
- Incorporating individuals' attitudes to equality and diversity into appraisal reporting to make personnel accountable;
- Issuing guidance to encourage the consistent use of administrative action in harassment cases; and
- A comprehensive review of E&D training (which is still ongoing).

Civilian Staff

Recruitment and Selection

101. Recruitment has been limited due to major re-organisational changes which affect the size and shape of the workforce. See the table on page 68 for an overview of the Department's recruitment activities.

The Gender Panel

102. The Panel meets twice yearly and consists of the chairs of the women's networks, external members, Diversity team members and dblearning. The role of the forum is to ensure MOD fully meets its obligations and commitments under the Equal Opportunities legislation, to raise awareness and publicity of Gender issues throughout the MOD, to promote the sharing of good practice both within the department and externally and to provide a channel of communication between women's networks and the MOD centre. The Defence Estates (DE) network was formed in November 2006, taking the number of established women's network to five.

Training and Development

The table below illustrates the attendance at dbLearning courses by gender:

Civilain Staff: Attendance on DB Learning courses

1 April 2006 to 31 March 2007

MoD - total	Number attended	Percentage of strength	Average MoD Strength¹
Total	21,180	24.5%	86,560
Gender			
Male	11,730	21.2%	55,300
Female	9,460	30.3%	31,260

Source: DB Learning

1. MoD strength is based on 13 month average strength for financial year 2006/2007 excluding Royal Fleet Auxiliary staff and Locally engaged civilians.

2. Intial staff number data provided for analysis of attendance of DBL courses comprised approx 26,850 personnel excluding military staff numbers. Data quality issues, and duplicate staff numbers reduced the available cohort to approx 23,890 personnel. Analysis of this cohort against the HRMS data extract produced a final usable dataset of 21,180 staff numbers.

~ Attendance of 10 or less, no percentage against strength has been calculated.

Other Networks and Forums

CTLB TLB

The London Womens Network LWN has reported that they are struggling to recruit members among senior female managers and we intend to work with the LWN to seek involvement from our senior women.

Fleet TLB

The Portsmouth Women's Network (PWN) has been very active throughout the period of this report and has delivered some notable events, including:

"How to feel great in 10 easy steps" – a motivational presentation delivered to PWN members by the WorkLife Architect, a private company of experienced coaches and trainers.

"Look After Yourself Day" – to raise awareness about healthy living and to promote well-being. Participants experienced a range of opportunities to look after themselves, including Reiki, Reflexology, organic food and drinks, blood pressure checks and massage.

"Genuine Assertiveness" and "Stress Awareness" – two separate training sessions for PWN members delivered by Ace Training.

PWN Social – A social networking opportunity for members, conducted out of working hours at Gunwharf Quays in Portsmouth.

Carol Concert – A festive event for members of the Fleet HQ, where a number of items were raffled raising a sum of £216 which was donated to a local women's refuge

Land Forces TLB

The Camberley & District Women's Network continues to thrive and has held the following events over the period of this report:

Gender Equality Duty: A Practical Workplace Approach – The aim of the event was to raise awareness about the new legal obligations of the Gender Equality Duty, which came into effect in April 07, and the practical problems associated with the implementation in the workplace. The event involved presentations from the MOD Gender Champion, Gender Equality & Duty Team, Women & Equality Unit, 'a:gender' and the Women and Equality Unit.

Mastering Personal Effectiveness – This was a workshop event and aimed to develop an understanding of strategies and tools which would help to increase personal effectiveness in the workplace.

The Salisbury & Wessex Women's Network held their team building event on 1 February 07 where they decided the aims and objectives for their network. They held their first committee meeting towards the end of the month when they looked at the structure of the committee and appointed their joint chair. This network is continuing to grow and now covers a number of locations across Salisbury Plain.

To raise awareness of the dblearning Positive Action Training for Women course and the benefits of this course to women at Band D and above we designed a poster and booklet which include the aims and objectives of the course. It was sent out via the Land Forces communications network.

DE TLB

The DE Women's Seminar was held on 22 November 2006 in Sutton Coldfield as a networking opportunity and to explore the establishment of a DE Women's Network.

60 people attended, including 3 men, one of whom was the DE's Diversity Champion.

DE's own Diversity Champion opened the Seminar by welcoming everyone and outlining his role as Diversity Champion. He then highlighted the aims and objectives for the Seminar:

"To bring together MOD service and civilian women within DE, regardless of rank or grade, age, race, religion, disability or sexual orientation to provide a focussed group in which they can offer and receive support from each other, to enable them to feel positive and valued and to assist members to maximise their potential to the benefit of the MOD".

Performance Appraisal

103. The number of non industrial staff was 53,290, comprising 30,250 men and 23,040 women. For non industrial staff, a higher percentage of women received a bonus than their male colleagues at all levels of Bonus. For non industrial, when tested, the differences for percentage Bonus (and higher), Bonus Plus (and higher) and Enhanced Bonus were all found to be statistically significant. For industrial staff the differences between men and women were small at all levels of Bonus and were found not to be statistically significant.

Equal Pay

104. The MOD conducted an equal pay audit for civilian staff in 2003 which concluded that there was no direct discrimination in the MOD pay system. However, MOD had long pay scales created by the move to a broader banded workforce in 2000 and, although not discriminatory in themselves, the long pay scales distorted the average salary gender pay gaps. Following the previous four year pay award from 2002-2005, MOD has had a two year award for 2006 and 2007 during which the length of the non-industrial pay scales have been reduced from between 26 -36 years to 11-19 years. Industrial pay scales are already below ten years in length.

105. MOD is in the process of conducting a further full equal pay audit to inform future pay strategy.

Promotion & Advancement

Band B AC

106. In 2007 a total of 470 people attended the Sift for the Band B AC, 115 people passed - a pass rate of 25 percent.

107. After withdrawals, 110 people attended the AC, 85 passed – a pass rate of 77 percent.

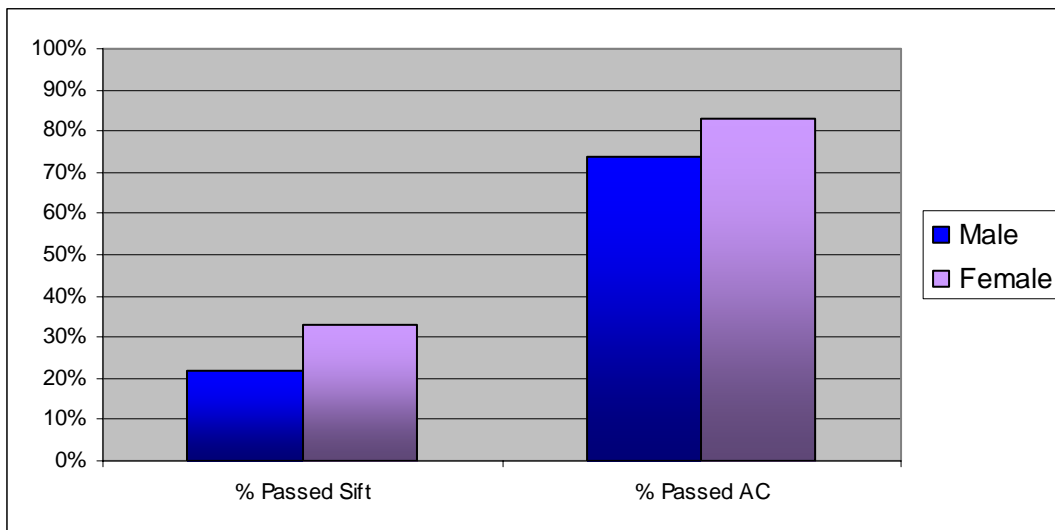
108. Of the 470 candidates attending the Sift, 77 percent (360) were male with 22 percent (80) passing the sift programme, 23 percent (105) were female, with 33 percent (35) passing the sift programme. This compares against the overall pass rate of 25 percent.

109. The differences in male and female Sift pass rates were **not statistically significant**.

110. Of the 110 candidates attending the AC, 69 percent (75) were male with 74 percent (55) passing the AC, 31 percent (35) were female, with 83 percent (30) passing the AC. This compares against the overall pass rate of 77 percent.

111. The differences in male and female AC pass rates were **not statistically significant**.

Figure 1: Band B AC – Pass Rates by Gender



Source: DASA (Quad Service)

Band D AC

112. The Band D AC considers all staff seeking promotion at Band E and Skill Zones 1-4, equally and evaluates against a single benchmark to identify the most suitable candidates for promotion to Band D.

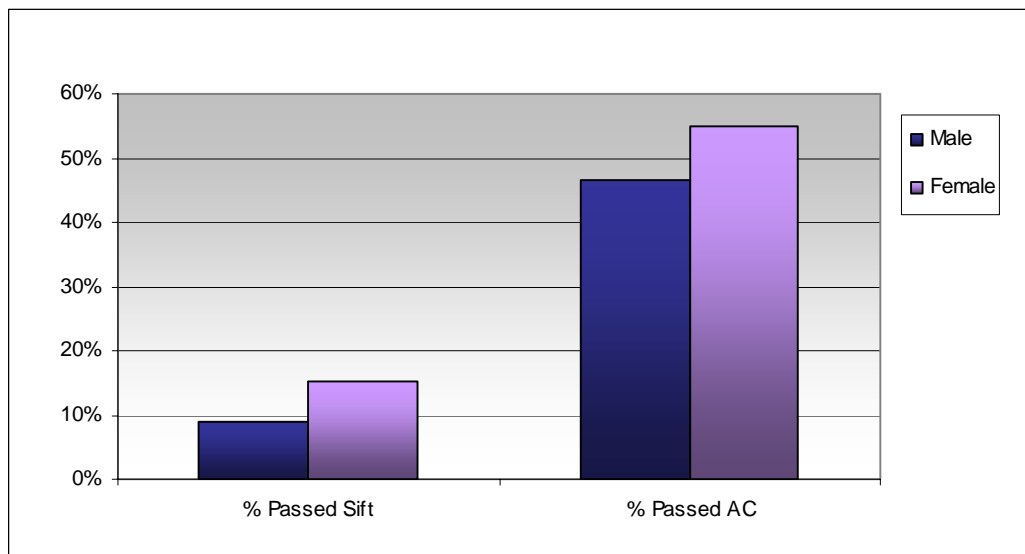
113. ACs give an objective assessment of an individual's ability to operate at the management level being assessed. ACs tests a candidate's core competences on a consistent basis resulting in a corporate standard. Band D represents a 'step change' from 'managed' to 'manager' and a more rigorous testing of the competences at this stage ensures a corporate standard at junior management level across the Department.

114. Of the 3,005 candidates attending the sift, 45 percent (1,355) were male with 9 percent (120) passing the sift programme, 55 percent (1,650) were female, with 15 percent (255) passing the sift programme. This compares against the overall pass rate of 12 percent.

115. The differences in results for gender tested as **highly statistically significant**. This is not to say that one group has been treated differently from another, but that their results differ significantly.

116. Of the 370 candidates attending the AC, 36 percent (135) were male with 47 percent (65) passing the AC, 64 percent (235) were female, with 55 percent (130) passing the AC. This compares against the overall pass rate of 52 percent. The differences in male and female AC pass rates were **not statistically significant**.

Figure: Band D AC – Pass Rates by Gender



Source: DASA (Quad Service)

Benchmarking

117. MOD took part in the Opportunity Now annual Benchmarking Survey and received a gold standard award.

118. The Fleet TLB also participated in the Opportunity Now annual Benchmarking Survey in 2006 and achieved a very creditable Gold Standard, with associated overall score of 90%. This marked an improvement on the previous year's Silver Standard and concomitant score of 73%.

Armed Forces Statistics

Service Personnel: Workforce Profile by Gender¹ - April 2007

Numbers & Percentages²

	Total		Naval Service		Army		RAF	
	number	% of workforce	number	% of workforce	number	% of workforce	number	% of workforce
Male	172,760 ^p	90.7% ^p	35,210	90.6%	97,990 ^p	92.3% ^p	39,560	87.2%
Female	17,640 ^p	9.3% ^p	3,650	9.4%	8,180 ^p	7.7% ^p	5,810	12.8%
Total workforce	190,400^p	100.0%^p	38,860	100.0%	106,170^p	100.0%^p	45,370	100.0%

Source: DASA(Quad Service)

¹ Figures are for UK Regular Forces and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists.

² Percentages are calculated from unrounded data.

³ Unless otherwise stated, percentages are calculated from total declared ethnicity.

⁴ Unknown percentages are calculated from the total workforce and are shown for coverage purposes.

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

p denotes provisional and are subject to review due to ongoing validation of data from the new Personnel Administration System.

Strength of Service Personnel by Gender and Paid Rank at 1 April

Number

	2003	2004	2005	2006	2007
Total	206 920	207 020	201 100	195 850	190 400^P
Total Officers	33 150	33 450	33 000	32 700	32 100^P
Lieutenant Colonel and above	5 740	5 830	5 850	5 750	5 750 ^P
Major and below	27 410	27 620	27 160	26 950	26 350 ^P
Total Other Ranks	173 760	173 570	168 090	163 150	158 290^P
Sergeant and above	47 130	47 410	46 930	46 110	44 910 ^P
Corporal and below	126 640	126 160	121 170	117 040	113 380 ^P

Male	189 000	188 630	182 940	177 980	172 760^P
Total Officers	29 800	29 920	29 410	29 020	28 380^P
Lieutenant Colonel and above	5 570	5 640	5 630	5 520	5 510 ^P
Major and below	24 240	24 280	23 770	23 500	22 870 ^P
Total Other Ranks	159 200	158 700	153 530	148 960	144 380^P
Sergeant and above	44 990	45 140	44 550	43 570	42 300 ^P
Corporal and below	114 210	113 560	108 980	105 390	102 080 ^P

Female	17 910	18 390	18 160	17 870	17 640^P
Total Officers	3 350	3 520	3 600	3 680	3 720^P
Lieutenant Colonel and above	180	190	210	230	240 ^P
Major and below	3 180	3 330	3 380	3 460	3 480 ^P
Total Other Ranks	14 560	14 870	14 560	14 190	13 920^P
Sergeant and above	2 140	2 270	2 380	2 540	2 610 ^P
Corporal and below	12 430	12 600	12 180	11 650	11 300 ^P

Women as a percentage of total

All grades	8.7%	8.9%	9.0%	9.1%	9.3%^P
Total Officers	10.1%	10.5%	10.9%	11.3%	11.6%^P
Lieutenant Colonel and above	3.0%	3.2%	3.6%	3.9%	4.1% ^P
Major and below	11.6%	12.1%	12.5%	12.8%	13.2% ^P
Total Other Ranks	8.4%	8.6%	8.7%	8.7%	8.8%^P
Sergeant and above	4.5%	4.8%	5.1%	5.5%	5.8% ^P
Corporal and below	9.8%	10.0%	10.1%	10.0%	10.0% ^P

Source: DASA(Quad Service)

Figures are for UK Regular Forces (trained and untrained), and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists.

Due to ongoing validation of data from a new personnel administration system, Army statistics at 1 April 2007 are provisional and subject to review

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

Percentages are calculated from unrounded data.

p denotes provisional and are subject to review due to ongoing validation of data from the new Personnel Administration System.

Strength of Naval Service Personnel by Gender and Paid Rank at 1 April

	2003	2004	2005	2006	2007
Total	41 550	40 880	39 940	39 390	38 860
Total Officers	7 800	7 770	7 730	7 660	7 580
Commander and above	1 480	1 500	1 510	1 500	1 510
Lieutenant Commander and below	6 320	6 270	6 220	6 160	6 060
Total Other Ranks	33 750	33 120	32 210	31 730	31 280
Petty Officer and above	11 500	11 380	11 030	10 950	10 680
Leading Hand and below	22 250	21 740	21 190	20 790	20 600

Male	37 860	37 150	36 250	35 720	35 210
Total Officers	7 180	7 130	7 070	6 980	6 900
Commander and above	1 460	1 480	1 480	1 470	1 480
Lieutenant Commander and below	5 730	5 650	5 590	5 510	5 420
Total Other Ranks	30 670	30 020	29 180	28 740	28 310
Petty Officer and above	10 990	10 890	10 540	10 440	10 180
Leading Hand and below	19 680	19 140	18 640	18 300	18 140

Female	3 690	3 730	3 690	3 670	3 650
Total Officers	610	640	660	680	680
Commander and above	20	20	20	30	40
Lieutenant Commander and below	590	610	640	650	640
Total Other Ranks	3 080	3 090	3 030	3 000	2 970
Petty Officer and above	510	490	490	510	510
Leading Hand and below	2 570	2 600	2 540	2 490	2 460

Women as a percentage of total

All grades	8.9%	9.1%	9.2%	9.3%	9.4%
Total Officers	7.9%	8.2%	8.6%	8.8%	9.0%
Commander and above	1.4%	1.5%	1.7%	1.9%	2.3%
Lieutenant Commander and below	9.4%	9.8%	10.2%	10.5%	10.6%
Total Other Ranks	9.1%	9.3%	9.4%	9.4%	9.5%
Petty Officer and above	4.5%	4.3%	4.5%	4.6%	4.8%
Leading Hand and below	11.5%	12.0%	12.0%	12.0%	11.9%

Source: DASA(Quad Service)

Figures are for UK Regular Forces (trained and untrained), and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists.

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

Percentages are calculated from unrounded data.

Strength of Army Personnel by Gender and Rank at 1 April

	2003	2004	2005	2006	Number 2007
Total	112 130	112 750	109 290	107 730	106 170^P
Total Officers	14 400	14 720	14 660	14 730	14 630^P
Lieutenant Colonel and above	2 510	2 550	2 550	2 530	2 550 ^P
Major and below	11 890	12 160	12 110	12 200	12 080 ^P
Total Other Ranks	97 720	98 030	94 630	93 000	91 540^P
Sergeant and above	22 950	23 260	23 140	22 850	22 660 ^P
Corporal and below	74 770	74 770	71 490	70 150	68 870 ^P
Male	103 840	104 330	101 080	99 550	97 990^P
Total Officers	12 940	13 190	13 110	13 140	13 000^P
Lieutenant Colonel and above	2 440	2 470	2 460	2 440	2 460 ^P
Major and below	10 500	10 720	10 650	10 700	10 550 ^P
Total Other Ranks	90 900	91 140	87 970	86 410	84 980^P
Sergeant and above	21 940	22 160	21 980	21 590	21 330 ^P
Corporal and below	68 960	68 980	65 990	64 820	63 650 ^P
Female	8 290	8 420	8 210	8 180	8 180^P
Total Officers	1 470	1 520	1 550	1 590	1 630^P
Lieutenant Colonel and above	70	80	90	100	100 ^P
Major and below	1 390	1 440	1 460	1 500	1 540 ^P
Total Other Ranks	6 820	6 890	6 660	6 590	6 550^P
Sergeant and above	1 020	1 100	1 160	1 260	1 330 ^P
Corporal and below	5 800	5 790	5 500	5 340	5 220 ^P
Women as a percentage of total					
All grades	7.4%	7.5%	7.5%	7.6%	7.7%^P
Total Officers	10.2%	10.4%	10.6%	10.8%	11.1%^P
Lieutenant Colonel and above	2.9%	3.2%	3.5%	3.8%	3.8% ^P
Major and below	11.7%	11.9%	12.1%	12.3%	12.7% ^P
Total Other Ranks	7.0%	7.0%	7.0%	7.1%	7.2%^P
Sergeant and above	4.4%	4.7%	5.0%	5.5%	5.9% ^P
Corporal and below	7.8%	7.7%	7.7%	7.6%	7.6% ^P

Source: DASA(Quad Service)

Figures are for UK Regular Forces (trained and untrained), and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists.

Due to ongoing validation of data from a new personnel administration system, Army statistics at 1 April 2007 are provisional and subject to review

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

Percentages are calculated from unrounded data.

p denotes provisional and are subject to review due to ongoing validation of data from the new Personnel Administration System.

Strength of RAF Personnel by Gender and Rank at 1 April

	Number				
	2003	2004	2005	2006	2007
Total	53 240	53 390	51 870	48 730	45 370
Total Officers	10 950	10 960	10 620	10 310	9 890
Wing Commander and above	1 750	1 780	1 790	1 720	1 690
Squadron Leader and below	9 200	9 180	8 830	8 590	8 210
Total Other Ranks	42 290	42 430	41 250	38 420	35 480
Sergeant and above	12 680	12 780	12 760	12 310	11 570
Corporal and below	29 610	29 650	28 490	26 100	23 910
Male	47 310	47 150	45 610	42 710	39 560
Total Officers	9 680	9 600	9 230	8 900	8 480
Wing Commander and above	1 670	1 690	1 690	1 620	1 580
Squadron Leader and below	8 010	7 910	7 540	7 280	6 900
Total Other Ranks	37 630	37 540	36 380	33 810	31 080
Sergeant and above	12 060	12 100	12 030	11 540	10 790
Corporal and below	25 560	25 440	24 350	22 280	20 290
Female	5 930	6 240	6 260	6 020	5 810
Total Officers	1 270	1 360	1 390	1 410	1 410
Wing Commander and above	80	80	100	100	110
Squadron Leader and below	1 190	1 280	1 290	1 310	1 300
Total Other Ranks	4 660	4 880	4 870	4 600	4 400
Sergeant and above	610	680	730	780	780
Corporal and below	4 050	4 210	4 140	3 820	3 620

Women as a percentage of total

	2003	2004	2005	2006	2007
	11.1%	11.7%	12.1%	12.3%	12.8%
Total Officers	11.6%	12.4%	13.1%	13.7%	14.3%
Wing Commander and above	4.6%	4.8%	5.5%	5.9%	6.3%
Squadron Leader and below	12.9%	13.9%	14.6%	15.3%	15.9%
Total Other Ranks	11.0%	11.5%	11.8%	12.0%	12.4%
Sergeant and above	4.8%	5.3%	5.7%	6.3%	6.7%
Corporal and below	13.7%	14.2%	14.5%	14.7%	15.2%

Source: DASA(Quad Service)

Figures are for UK Regular Forces (trained and untrained), and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists.

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

Percentages are calculated from unrounded data.

Service Personnel: Intake to UK Regular Forces from Civil Life by Gender during 2006/07

	Total	Male	Female	Male	Female
All Services	19,790^p	17,830^p	1,960^p	90%^p	10%^p
Officers	1,580 ^p	1,280 ^p	310 ^p	81% ^p	20% ^p
Other Ranks	18,210 ^p	16,560 ^p	1,650 ^p	91% ^p	9% ^p
Naval Service	3,770	3,300	460	88%	12%
Officers	320	280	50	88%	16%
Other Ranks	3,450	3,030	420	88%	12%
Army¹	14,300^p	13,160^p	1,140^p	92%^p	8%^p
Officers	900 ^p	720 ^p	170 ^p	80% ^p	19% ^p
Other Ranks	13,400 ^p	12,440 ^p	970 ^p	93% ^p	7% ^p
RAF	1,720	1,370	360	80%	21%
Officers	370	280	90	76%	24%
Other Ranks	1,360	1,090	270	80%	20%

¹ Due to ongoing validation of data from a new personnel administration system, Army statistics for 2006/07 are provisional and subject to review.

Figures are for UK Regular Forces and therefore exclude Gurkhas, Full Time Reserve Service personnel, the Home Service battalions of the Royal Irish Regiment and mobilised reservists.

Percentages are calculated from unrounded data.

p denotes provisional and are subject to review due to ongoing validation of data from the new Personnel Administration System.

Service Personnel:

Outflow from Trained Strength of UK Regular Forces¹ to Civil Life by gender during 2006/07

Numbers & Percentages					
	Total	Male	Female	Male	Female
All Services	18580	17010	1560	91.6%	8.4%
Officers	2270	2050	220	90.4%	9.6%
PVR ²	1060 ^p	940 ^p	120 ^p	88.9% ^p	11.1% ^p
TX ³	840 ^p	770 ^p	80 ^p	91.1% ^p	8.9% ^p
Other ⁴	360 ^p	340 ^p	20 ^p	93.1% ^p	6.9% ^p
Other Ranks	16310	14960	1340	91.8%	8.2%
PVR ²	8170 ^p	7260 ^p	910 ^p	88.8% ^p	11.2% ^p
TX ³	3450 ^p	3330 ^p	120 ^p	96.4% ^p	3.6% ^p
Other ⁴	4680 ^p	4380 ^p	310 ^p	93.4% ^p	6.6% ^p
Naval Service	3190	2800	390	87.7%	12.3%
Officers	400	370	30	92.0%	8.0%
PVR ²	210 ^p	190 ^p	20 ^p	92.8% ^p	7.2% ^p
TX ³	160 ^p	140 ^p	10 ^p	92.9% ^p	7.1% ^p
Other ⁴	40 ^p	30 ^p	10 ^p	83.8% ^p	16.2% ^p
Other Ranks	2790	2430	360	87.1%	12.9%
PVR ²	1750 ^p	1510 ^p	240 ^p	86.1% ^p	13.9% ^p
TX ³	420 ^p	400 ^p	20 ^p	94.7% ^p	5.3% ^p
Other ⁴	620 ^p	520 ^p	100 ^p	84.5% ^p	15.5% ^p
Army⁵	10650	9970	680	93.6%	6.4%
Officers	1060	970	100	90.8%	9.2%
PVR ²	590	520	70	88.7%	11.3%
TX ³	320	290	30	91.5%	8.5%
Other ⁴	160	150	-	-	-
Other Ranks	9590	9000	580	93.9%	6.1%
PVR ²	4780	4360	420	91.2%	8.8%
TX ³	2150	2090	60	97.3%	2.7%
Other ⁴	2650	2550	100	96.0%	4.0%
RAF	4740	4250	490	89.7%	10.3%
Officers	800	710	90	89.0%	11.0%
PVR ²	260	230	40	86.3%	13.7%
TX ³	370	340	40	90.1%	9.9%
Other ⁴	170	150	20	91.0%	9.0%
Other Ranks	3930	3540	400	89.9%	10.1%
PVR ²	1640	1390	250	84.9%	15.1%
TX ³	890	840	50	94.8%	5.2%
Other ⁴	1410	1310	110	92.5%	7.5%

Source: DASA(Quad Service)

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

² PVR - Premature Voluntary Release include those who leave the Armed Forces voluntarily before the end of their agreed engagement or commission period are said to leave on PVR.

³ TX - Time Expiry are those in the Armed Services who reach the end of their engagement or commission and then leave.

⁴ Other includes outflow due to redundancy, medical reasons, for misconduct, dismissals and death, amongst others.

⁵ Due to the introduction of a new Personnel Administration System, Army figures shown are the latest available comprising flows during the period 1 March 2006 and 28 February 2007.

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

p denotes provisional and are subject to review due to ongoing validation of data from the new Personnel Administration System.

Civilian Statistics

Civilian Staff: Workforce Profile by Gender - April 2007

	number	% of workforce
Male	53,610	63.9%
Female	30,320	36.1%
Total Level 0²	83,930	

head count

Source: DASA(Quad Service)

Notes

1. All figures are rounded to 5 and may not sum to the totals shown.
2. Totals excludes staff in Royal Fleet Auxiliary and Locally engaged civilians.

Civilian Staff: Progress against gender targets at 1 April

	2005	2006	2007	2009
SCS	Target	15.0%	15.0%	15.0%
	Achievement	9.2%	10.1%	12.2%
Band B	Target	16.0%	18.0%	19.0%
	Achievement	18.5%	19.1%	20.6%
Band D	Target	40.0%	40.0%	45.0%
	Achievement	37.6%	38.5%	37.2%

Source: DASA(Quad Service)

1. Ethnicity and disability data supporting percentages is based on self perception and self declaration of ethnic and disabled status as recorded on HRMS
2. Data for SCS, Band B and Band D staff is based on broader banded non industrial personnel as recorded on HRMS
3. Percentage calculations are based on known declared disability and ethnicity status, and exclude data for unknown or undeclared ethnicity and disability.
4. SCS targets are set by the Cabinet Office in the 10 point plan, Band B and Band D targets are from the Equality and Diversity Scheme action plan

Strength of civilian personnel¹ by gender and grade², at 1 April each year

	Headcount				
	2003	2004	2005	2006	2007
Total	109,850	111,080	110,480	107,800	101,940
Senior Civil Service and equivalent ³	300	300	300	320	290
Pay Band B	2,500	2,550	2,690	2,790	2,520
Pay Band C	16,000	17,110	17,740	17,610	17,230
Pay Band D	14,380	14,700	14,700	13,760	12,430
Pay Band E	30,840	30,980	30,120	28,340	26,760
Other non industrials ⁴	1,070	70	710	170	860
Industrial	16,110	16,040	15,260	14,810	13,600
Trading Funds	12,350	11,580	10,940	10,870	10,250
Royal Fleet Auxiliaries ⁵	2,450	2,310	2,350	2,340	2,360
Locally Engaged Civilians ⁵	13,840	15,430	15,660	16,790	15,650
Female	33,540	33,860	33,790	32,170	30,320
Senior Civil Service and equivalent ³	20	30	30	30	40
Pay Band B	380	420	500	530	520
Pay Band C	3,520	4,270	4,760	4,950	4,730
Pay Band D	5,050	5,400	5,520	5,300	4,630
Pay Band E	18,250	18,300	17,630	16,130	14,880
Other non industrials ⁴	700	20	210	80	630
Industrial	3,430	3,360	3,120	2,960	2,740
Trading Funds	2,190	2,070	2,030	2,180	2,150
Male	60,010	59,470	58,680	56,500	53,610
Senior Civil Service and equivalent ³	280	270	280	280	250
Pay Band B	2,120	2,130	2,200	2,260	2,000
Pay Band C	12,470	12,840	12,990	12,660	12,500
Pay Band D	9,340	9,310	9,180	8,460	7,800
Pay Band E	12,600	12,680	12,500	12,210	11,870
Other non industrials ⁴	370	50	500	90	230
Industrial	12,680	12,680	12,140	11,850	10,850
Trading Funds	10,160	9,510	8,910	8,680	8,100

Source: DASA(Quad Service)

1. Civilian Level 0 and Level 1 totals use the revised definition of civilian personnel, Level 0 includes all directly employed MoD staff including Royal Fleet Auxiliary, Trading Funds and Locally engaged civilians, Level 1 excludes staff in Trading Funds and Locally engaged civilians.

2. Grade equivalence is shown in terms of the broader banding structure and is based on paid grade.

3. Includes about 50 personnel outside the Senior Civil Service but of equivalent grade.

4. Includes industrial staff on temporary promotion to non- industrial grades.

5. Data by sex and grade are not available for Royal Fleet Auxiliaries and Locally Engaged Civilian personnel.

Civilian Staff: Progress through the External Recruitment Process 2006-07

Gender	Applied	Interviewed	Offered	Appointed
All	10125	2815	1540	1155
Female	2390	645	375	275
Male	5040	1415	735	585

Not known	2700	755	425	295
-----------	------	-----	-----	-----

Gender	Total applied	Interviewed as % of Applied	Offered as % of Applied	Appointed as % of Applied
All	100%	27.8%	15.2%	11.4%
Female	100%	26.9%	15.8%	11.6%
Male	100%	28.1%	14.6%	11.6%

Not known	100%	28.0%	15.8%	11.0%
-----------	------	-------	-------	-------

Gender	Total applied	Interviewed as % of Applied	Offered as % of Interviewed	Appointed as % of Offered
All Known	10125	27.8%	54.6%	75.2%
Female	2390	26.9%	58.6%	73.2%
Male	5040	28.1%	51.9%	79.3%

Not known	2700	28.0%	56.3%	69.9%
-----------	------	-------	-------	-------

~ Denotes less than 5

- Denotes zero

N/A denotes Percentages calculated on less than 5 staff who are unavailable

"Not known" is those applicants for whom no data on Gender is available

Notes:

1. Headcount only.

2. Part time staff are counted with equal weight to full time staff

3. Percentages are not shown if numbers involved are below 5.

All figures have been rounded to meet Freedom of Information requirements and protect confidentiality.

Civilian Staff: Recruitment to SCS

1 April 2006 to 31 March 2007 - including only complete schemes

MoD - total	Number of applications received	Number of candidates sifted in	Number of candidates tested	Number of candidates successful at test	Number of candidates interviewed	Number of candidates successful at interview	Number of candidates appointed	Number of work placements offered
Total	180	40	0	0	40	20	10	0
Male	160	40	0	0	30	20	10	0
Female	20	~	0	0	~	0	0	0

Source: Corporate Capability

Civilian Staff: Recruitment to B1

1 April 2006 to 31 March 2007 - including only complete schemes

MoD - total	Number of applications received	Number of candidates sifted in	Number of candidates tested	Number of candidates successful at test	Number of candidates interviewed	Number of candidates successful at interview	Number of candidates appointed	Number of work placements offered
Total	110	20	0	0	20	10	~	0
Male	90	20	0	0	10	~	~	0
Female	20	~	0	0	~	~	~	0

Ministry of Defence Police

Recruitment and Selection

119. The MDP has worked to high level targets to recruit more female police officers for several years and again devoted a significant proportion of its overall recruitment advertising budget to advertising aimed at women including advertising in women's magazines such as "Cosmopolitan" and "Glamour". Despite this, the MDP still failed to attract significant numbers of female applicants – only 17% of applications were from women. There is some anecdotal evidence which suggests that the MDP is less attractive than other police forces to female applicants because of the requirement to be firearms trained but it is difficult to determine the accuracy of this. The MDP has formed a MRWG which is charged with identifying and evaluating ideas to improve the recruitment of women. The table below shows recruitment statistics for the MDP.

Recruitment

	Applications Received	Passed paper sift	Passed SEARCH™	Appointed
Male	1405	355	220	180
Female	285	65	35	25
Total	1690	420	255	205

Figures rounded to nearest 5

Promotion Applications 2006/07

	Constable to Sergeant	Sergeant to Inspector	Inspector to Chief Inspector	Chief Inspector to Superintendent
Male	170	60	45	0
Female	25	10	~	0
Total	190	65	45	0

Figures rounded to nearest 5

Retention

120. Nine female officers left the MDP during 2006/07, eight of who resigned. Those resignations represented 2.4% of the 340 female officers in the MDP on 1 April 2006. By comparison, 60 male officers resigned – a male resignation rate of 1.9%. Because of the comparatively low number of female officers, the small difference in the resignation rates is not considered significant, but this continues to be monitored. Exit questionnaires and interviews do not reveal any particular gender based reasons for resignations.

	Resignation	Age, ill health and other retirement	Dismissal	Death in service
Male	60	75	5	5
Female	10	~	0	0
Total	70	80	5	5

Figures rounded to nearest 5

Representation

121. Female MDP officers applied for promotion in broadly the same proportion as their male counterparts in 2006/07. 25 female Constables applied for promotion to Sergeant, representing 8.2% of the women at Constable rank compared with 170 men, representing 7.1% of male Constables. For promotion from Sergeant to Inspector, 19.0% of female Sergeants applied compared with 11.7% of male Sergeants. However, because of the length of time taken to complete the police promotion process it is not possible to determine what the comparative success rates are for those who applied in 2006/07.

122. The MDP has the longest established women's support group in the MOD (it was launched in March 2004) and the Women's Staff Association (WSA) has been represented on the MDP's Diversity Programme Board and MRWG since these were formed. The WSA has held a women's development event for members in each year since its formation. Although the event in 2007 was not held until June, delegates were invited by the Chief Constable to let him know what he could do to increase the number of women going for promotion and continuing to do so into the more senior ranks. The resulting suggestions have been considered by the MRWG and more detailed consideration is now being given to several of the proposals including modularising the MDP promotion examination process, introducing a mentoring scheme for female officers and developing an MDP talent spotting scheme.

123. The WSA has helped the MDP be more aware of the particular concerns and needs of its female staff, for example providing a female perspective on the MDP's Clothing and Equipment Committee, and more generally, policy proposals are regularly copied to the WSA for comment as part of the drafting process prior to submission to the Agency Management Board.

The President of the WSA, Chief Superintendent Wendy Benson won the Leadership category at the first ever Civil Service Diversity Awards in November 2006. She received her award from the Cabinet Secretary, Sir Gus O'Donnell, at a ceremony which coincided with the first anniversary of the launch of the Civil Service Diversity 10-Point Plan. Wendy won the Leadership award for *'her dedication, organisational and motivational skills in showing leadership and commitment to diversity over a number of years'*.

Performance Appraisal

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

125. The only apparent detriment an MDP officer might suffer as a result of performance assessment would be dismissal because of unsatisfactory performance. No MDP officers were dismissed on performance grounds in 2006/07.

Harassment/ Grievance and Discipline

126. Fewer than 5 complaints were resolved informally between August 2006 and 31 March 2007. The respondents were all men. Fewer than ten formal harassment complaints were made: over half by women. The majority of respondents were men. Although the MDP is concerned that formal complaints have been raised disproportionately by women, in comparison with the percentage of women in the MDP, there is insufficient evidence to suggest a real trend, but the position continues to be monitored closely.

Training and Development

127. The MDP is not yet in a position to give statistics on applications for training because the HRMS functionality has only recently been made available. There is no retrospective recording and so figures for 2006/07 are not available. It would be possible to produce a list of staff who had attended training at the MDP Training Centre only, but it is not feasible to manually identify the gender of each student.

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

In February 2007 the MDP arranged its first ever Springboard women's development programme. Springboard is an internationally recognised and acclaimed programme which has significantly enhanced the careers and home lives of women in the many organisations which have used it. The first programme for women in the MDP actually began in September 2007 and is to be complemented early in 2008 by a men's development programme, Navigator.

Other Issues

129. The MDP has had membership in its own right of the Opportunity Now campaign since 2002 and has participated in the Opportunity Now benchmarking exercise each year since then. The last benchmarking exercise was completed in November 2006, when the MDP achieved the gold standard with an overall score of 86%. In the previous benchmarking exercise the MDP achieved a score of 78%, so there has been a good level of progress made on gender issues.

SECTION 3: OTHER DIVERSITY STRANDS – AGE, RELIGION OR BELIEF, SEXUAL ORIENTATION AND FAMILY AND WORK PATTERNS

Armed Forces

Age

130. All Armed Forces personnel need to be combat effective in order to meet a worldwide liability to deploy. The balance of age and experience in the Armed Forces is fundamental to operational effectiveness. For this reason the Services are exempt from the age related provisions of the Article 13 EC Employment Directive 2000, and have an exemption from the Employment Equality (Age) Regulations 2006. Decisions about the health and fitness of Armed Forces personnel therefore remain matters for the MOD.

Religion or Belief

131. The Armed Forces place a great deal of importance on the spiritual development of Service personnel and encourage people from all faiths to practise their religious observances where operational, occupational and health and safety considerations allow.

132. Members of the Armed Forces are normally allowed to celebrate religious festivals and holidays and to fast and pray in circumstances where this would not jeopardise operational effectiveness or health and safety. Where practical, areas of worship are made available in all Service establishments and, in most circumstances, arrangements can be made for daily prayer.

133. The Armed Forces recognise the need to observe specific codes of dress in accordance with particular religious beliefs and aim to cater for the religious dietary requirements of all Service personnel. Halal, Kosher and vegetarian meals can be provided by Service messes and are available in Operational Ration Packs for operations and exercises.

134. Commissioned Armed Forces' Chaplains are drawn from the main Christian denominations represented in the Services and provide spiritual care for Service personnel and their families within their denomination as well as providing pastoral care for personnel of all faiths or none. The Armed Forces also have, under long-standing arrangements, an honorary officiating Chaplain from the Jewish faith. The first MOD civilian Chaplains to the Armed Forces from the Muslim (as well as Buddhist, Hindu, and Sikh) faith community appointed on three-year fixed-term appointments in October 2005. A review is underway to decide how chaplaincy to minority personnel will best continue to be provided when the fixed-term appointments expire in October 2008. The Armed Forces have also appointed religious leaders from the main non-Christian faiths (Buddhism, Hinduism, Islam, Judaism and Sikhism) to provide policy guidance to the MOD on matters of religious requirements.

135. A Directory of Local Faith Group Representatives was launched in September 2003 to provide details of local religious advisers for military regions in the UK and overseas. The MOD and Armed Forces published internally a guide on religion and belief in July 2005 as a reference document for Commanding Officers, Chaplains and line managers. The MOD and Armed Forces have sponsored an award at the Muslim News Awards in each of the last four years.

Sexual Orientation

136. The Armed Forces regard sexual orientation as a private life matter and personnel are free to choose whether or not to disclose their sexual orientation. The Armed Forces are committed to establishing a culture and climate where those who choose to disclose their sexual orientation can do so without risk of abuse or intimidation. To this end, two conferences have been held during 2007 in London for Armed Forces' gay, lesbian, bisexual and transgender

personnel of all ranks. The conferences provided updates on developments in the Services' diversity programmes; offered personnel the opportunity to participate in presentations and workshops; and provided social networking opportunities for personnel and their partners. The first conference was attended by 110 people and the second by 103 personnel.

Family And Work Patterns

The Armed Forces have an occupational maternity scheme which offers supportive arrangements to enable Servicewomen to accommodate pregnancy and maternity absence within their Service careers. The scheme was enhanced earlier this year so that Servicewomen whose babies were due on or after 1 April 2007 who met certain qualifying criteria and agreed to return to duty for at least 12 months after the birth of their child became eligible for 26 weeks' Ordinary Maternity Leave on full pay. This is followed by 26 weeks' Additional Maternity Leave, of which the first 13 weeks is paid at the standard rate of Statutory Maternity Pay. Pregnant Servicewomen may alternatively choose to leave the Armed Forces on grounds of pregnancy.

Civilian Staff

Age

137. Revised Policy, Rules and Guidance (PRG) were prepared for launch via our People Service Portal. These advise employees about MOD policy on Age and associated legislation; their responsibilities and rights as an employee; their responsibilities as a line manager and/or policy sponsor to avoid discriminating on the grounds of age and to comply with Departmental policy.

Performance Appraisal

138. We analysed the data relating to the performance appraisal process and found that for both non industrials and industrial staff, based on quinary age groups, the percentage of staff receiving a bonus increased through the younger age groups, slowed and levelled in the middle groups and then decreased through the older age groups. For non industrial staff, when tested, the differences between the age groups were found to be statistically significant for all levels of bonus. For industrial staff, the differences between age groups for Bonus Plus (and higher) and Enhanced Bonus were statistically significant. For Bonus (and higher) the differences were not statistically significant.

Religion or Belief

139. Revised PRGs were prepared for launch via our People Service Portal. These advise employees about MOD policy on religion or belief and associated legislation; their responsibilities and rights as an employee; their responsibilities as a line manager and/or policy sponsor to avoid discriminating on the grounds of religion or belief and to comply with Departmental policy.

140. Throughout MOD establishments there are a number of Faith Rooms available for use by both civilian and service personnel including two in MOD HQ. In some areas users of the Faith rooms have formed user groups to discuss relevant issues. We are currently exploring the expansion of these groups.

Sexual Orientation

141. Revised PRGs were prepared for launch via our People Service Portal. These advise employees about MOD policy on Sexual Orientation including Civil Partnership and associated legislation; their responsibilities and rights as an employee; their responsibilities as a line manager and/or policy sponsor to avoid discriminating on the grounds of sexual orientation and contrary to civil partnership legislation and to comply with Departmental policy.

Gender Reassignment

142. Revised PRGs were prepared for launch via our People Service Portal. These advise employees about MOD policy on Gender Reassignment and associated legislation; their responsibilities and rights as an employee; their responsibilities as a line manager and/or policy sponsor to avoid discriminating on the grounds of gender reassignment and to comply with Departmental policy.

Focus Groups

143. The LGBT Steering Committee (LGBTSC) has been involved in the introduction of the monitoring of sexual orientation in the MOD, contributed to the development of the E&D training packages, changes to PRGs, and the departments input in to the 2006/07 Stonewall Workplace Equality Index. The MOD became joint 35th with a score of 69% and joint 7th amongst central government departments.

144. The MOD LGBT forum also attended London Pride 2006.

Other Focus Group and Forums

Fleet TLB

Civilian and Military E&D personnel attended Stonewall's Diversity Champion meeting at Canary Wharf in July 2006 and the launch of their Recruitment Guide in October 2006. The guide contains a Workplace Equality Index which is a list of the top 100 employers for lesbian, gay and bisexual people in Britain. MOD attained a ranking of 35th, while the RN achieved 75th.

Defence Equipment & Support (DE&S) TLB

On 25 & 26 January 2007, the 6 Lesbian, Gay, Bisexual and Transgender Forum took place at Abbey Wood, hosted by the then Life at Work Team. The forum attracted around 35 delegates from many locations. A number of high profile guest speakers attended, including the Personnel Director, the LGBT Diversity Champion.

Ministry of Defence Police

General

145. The MDP's diversity work has been led by the Chief Constable who has taken on the role of Diversity Champion for the Agency. This makes top level commitment as visible as possible and sends a message across the Agency that diversity is not just about employment issues. Terms of reference for the Diversity Champion were published on the MDPs' intranet pages so that all staff can be clear what might be expected of the Chief Constable in this respect.

146. The MDP's Diversity Programme Board (DPB) was formed in May 2006 and is chaired by the Chief Constable, supported by Director Personnel and Development. The Board is firmly established as the bedrock upon which the MDP has built and re-energised its diversity activity. Board Members include Director Resources and Planning, Director Regional Operations and representatives of other Directors, as well as key business areas such as CID, Business Development, HR, Diversity and Equality and Corporate Communications. The Defence Police Federation and the Civilian TUs (Public and Commercial Services Union (PCS) and Transport and General Workers Union (TGWU) also have membership of the DPB as do the minority support groups for female, ethnic minority, disabled and LGB staff.

147. An early piece of work for the DPB was to identify and articulate the MDP's strategic diversity goals so that everyone could see where the MDP wanted to get to and broadly how it would get there. A new Diversity Strategy, which flows from the MOD's Unified Diversity Strategy, was developed in spring 2006 and endorsed by the Agency Management Board, giving complete buy-in at the top. It includes six strategic goals representing the key areas in which the MDP needs to succeed:

- ensuring there is a workplace culture which is comfortable and welcoming for its people – which the MDP firmly believes will result in better service to its customers
- expanding its pool of talent and seeking to be more representative of the community it serves – recognising the need to fight very hard for every talented person recruited
- getting as close as possible to those the MDP serves so that customer needs are accurately understood – the key to great customer service and the MDP's sustained future
- making sure customers can access MDP services – noting that this is not just about access to premises for disabled people, it includes making things like web pages and publications accessible by anyone, for example who may have English as a second language
- effectively consulting on and communicating about what the MDP is doing on diversity to build on its existing good reputation, and finally
- making sure everyone's on board through programmes of education and learning – recognising that if anyone is left behind then success is unlikely

148. The strategy underpins a revised Diversity Action Plan which has really clear links between each action and the strategic goals the MDP intends to achieve. Each action plan item is also clearly linked to goals and targets in the MDP's overall business plan, emphasising that the things the MDP is doing on diversity contribute to the achievement of its business goals and are absolutely fundamental to its success.

Sexual Orientation

149. The MDP joined the Stonewall Diversity Champions network in June 2006 and participated in their Workplace Equality Index. Although the MDP was not rated in the top 100 participating organisations, a score of 55% was achieved, which was considered to be a reasonable rating as first time entrants. Most importantly the exercise gave some valuable insights into the improvements which could be made to ensure that the MDP is a gay friendly workplace and formed the basis of a sexual orientation action plan for the MDP.

150. More recently, the MDP has contributed to the overall effort of the MOD to eradicate homophobic harassment and bullying by providing the MOD's LGBT Forum with guidance on reporting homophobic incidents or crimes.

Religion or Belief

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

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

SECTION 4: REVIEW OF OUR FUNCTIONS AND POLICIES

Background

153. In 2005, we published the outcome of a review of our functions and policies or proposed policies which had been assessed as relevant to our performance of the duty imposed by section 71(1) of the Race Relations Act. We acknowledged that there was still a great deal of work to be done in respect of our duty as part of our Race Equality Scheme. The review concluded by outlining our plans for a single overarching Equality Scheme to incorporate our existing Race Equality Scheme, and to encompass the then forthcoming disability and gender legislation and to further extend our Scheme to cover the other diversity strands. It went on to say that we were developing some equality proofing tools to assist policy makers with impact assessment.

154. During 2005/06 work continued on the development of separate EDIATs for use by the Armed Forces and civilian policy makers to assist them with the process of impact assessment, not only to comply with the legal requirement for race, disability and gender but to also extend this requirement to impact assess all the Departments functions, policies, procedures and services, subject to relevancy and proportionality across all diversity strands which would be in line with our E&D policies and with our EDS, which was being developed at the same time. This would allow us to monitor, measure and report against all areas of diversity consistently. The Armed Forces and civilians published their respective equality proofing tools internally.

155. In April 2006, we published our overarching EDS 2006-2009. Our Scheme was accompanied by a set of Action Plans for 06/07, and one the general actions for the Armed Forces, Civil Service and the Ministry of Defence Police was to undertake a phased comprehensive review of the Department's functions and policies. As part of our internal departmental launch, CDS and PUS wrote to the Armed Forces and civilian TLBs, Service Commanders-in-Chief, Defence Agencies and our Trading Funds setting out set out the arrangements for carrying-out E&D impact assessments of the Department's civilian functions, policies, procedures and services. This was not the introduction of a new policy but a means of implementing what was required under the legislation.

156. As part of the phased review of our functions and policies as set out in our Action Plans, each TLB was required to compile a comprehensive list of those policies that they were responsible for by 31 March 2007. Also, all new and existing policies that were due for review were to be impact assessed in full and placed on a rolling review programme. Early feedback from TLBs was that some policy makers were unsure about how to use the EDIAT. So the civilian Diversity Team put together a short presentation which was used to train the TLB EDOs, also workshops for small groups of staff around the Department who requested help. Unfortunately, our decision to launch two separate tools for civilian and service staff to assist with the process of impact assessment actually caused some confusion.

157. We will issue a single tool and dblearning will produce a joint e-learning product in support of the single tool.

158. The table below illustrated the progress made by TLBs, Agencies and Trading Funds of the progress made so far. From this, it is clear that more effort is required to embed impact assessment into all aspects of our business. However, in some areas an enormous amount of effort and commitment has been demonstrated to embed impact assessment into its business.

**Information for the First Annual Report of the Equality and Diversity Scheme 2006-2009
Number of policies listed and assessed by TLB**

TLB	Number of policies listed	Number Part 1 assessed	How many Part 1 impact assessments with impact outstanding	How many with impact identified	How many Part 2 impact assessments	Part 2 impact assessments outstanding	How many placed on the review program
Land	85	59	26	4	2	2	54
Air Command ¹	-	-	-	-	-	-	-
Fleet ²	-	-	-	-	-	-	-
CJO ²	-	-	-	-	-	-	-
Centre	>900	<100	>800				
DE&S ³	940	89	851	25	13	12	47
DE	463	7	456	2	6	-	149
ABRO ⁴	12	12	-	-	na	na	-
DARA	-	-	-	-	-	-	-
Met Office	-	-	-	-	-	-	-

1 DE policy.

2 CJO and Fleet TLB are joint organisations, pre-dominantly military, and are waiting for a joint EADIAT to be introduced.

3 DE&S includes ISS

4 ABRO comments that no adverse equality impacts have been identified.

5 No response was received from Hydrographic Office, DSTL or SIT

DE&S TLB

Following the launch of the MOD's EDIAT in June 2006, the D2PT Life at Work Team set about implementing and promoting the requirement across the business.

In September 2006 Impact Assessment provided the main focus for Chief Defence Procurement's Leadership and Diversity Conference. Through a series of presentations and breakout sessions the team leaders were briefed about the legal requirements and discussed the business benefits of Impact Assessment and how to use the EDIAT.

In November 2006, an Information Note was issued to all staff and teams across the business to provide further advice about impact assessment and included a template for recording policies and the outcome of the assessments which the team had responsibility.

At the same time teams were offered awareness sessions by the Life at Work Team to help and support them with the requirement to impact assess. To date 10 teams have received the presentation, with 3 more teams receiving one to one consultations on how to apply the tool. In addition, the Life at Work website provides information on E&D impact assessment, and teams can get support and assistance from their HR Business Partner.

SECTION 5: PROGRESS REPORT AGAINST OUR ACTION PLANS FOR 2006/07

GENERAL ACTION FOR THE ARMED FORCES, THE CIVIL SERVICE AND THE MINISTRY OF DEFENCE POLICE

To undertake a comprehensive review of the Department's functions and policies leading to a programme of E&D impact assessments. This will include specific actions relating to our procurement policies and practices.

The review will be carried out in phases. The starting point will be the list set out in the Department's previous Race Equality Scheme and the interim review carried out in April 2005, the results of which have already been published on the MOD's website <http://www.mod.uk/DefenceInternet/AboutDefence/Issues/DiversityAndEquality/RaceEqualityScheme.htm>

<u>NO</u>	<u>ACTION</u>	<u>OUTCOME/PROGRESS MADE</u>
1	The General Review	
	By 31 March 2007 each TLB will produce a list of the functions and policies for which they are responsible.	Please see Appendix 1 for a list functions and policies See Section 4 Function & Policies for further details.
2	Procurement	
	To reconvene the joint working group with representatives from the Defence Industry Trade Association in order to amend our standard Condition of Contract DEFCON 516 to ensure that we meet our duty obligations in respect of race, disability, gender, age, sexual orientation and religion or belief and, in Northern Ireland, duties under the Fair Employment Legislation.	Some progress has been made in producing a new set of DEFCONs. Also the Commercial toolkit will be updated giving further advice to commercial staff.

SPECIFIC ACTIONS FOR THE ARMED FORCES

<u>NO</u>	<u>ACTION</u>	<u>OUTCOME/PROGRESS MADE</u>
1	To increase the number of British ethnic minority recruits in each of the three Services by at least 0.5% above the number of recruits achieved during financial Year (FY) 2005-06.	Despite considerable efforts, the Armed Forces did not meet their UK ethnic minority recruiting goals for 2006/07. The Armed Forces' dedicated recruitment teams continue to engage in a wide range of outreach and recruiting activities with particular emphasis on high ethnic minority population areas, especially Greater London.
2	To continue to make progress towards achieving 8% representation of total strength in the three Services as a whole by members of the ethnic minorities.	Ethnic minority representation in the Armed Forces has risen substantially in recent years and, as at 1 April 2007, stood at 5.8%. If current recruitment trends continue, it seems unlikely that ethnic minority representation goal of 8% by 2013 will be fully achieved
3	To implement the actions arising from the Agreement with the Equal Opportunities Commission to prevent and deal with sexual harassment in the Armed Forces.	The third and final Phase 3 Report has been received by the EHRC detailing the progress made across a broad range of actions. These actions make up the 10 measures in the agreed Action Plan and are nearing completion as the formal Agreement closes in Jul 08.
4	Although the Armed Forces are to be exempt from the provisions of the Work and Families Bill, a review of the Armed Forces Occupational Maternity Scheme will be carried out.	A review of the AFOMS was carried out and the main provisions of the Work and Families Act were mirrored in the Scheme for women whose babies were due on or after 1 Apr 2007. In addition, other improvements have also been made.
5	To establish a methodology for collecting baseline statistics on the number of Servicewomen who return to work after the birth of a child and for how long.	DASA asked to develop a means for collecting statistics on the number of Servicewomen who return to work following maternity. Work ongoing

SPECIFIC ACTIONS FOR THE CIVIL SERVICE

<u>NO</u>	<u>ACTION</u>	<u>OUTCOME/PROGRESS MADE</u>
1	To implement the Department's Diversity Delivery Plan (incorporating actions under the Civil Service 10 Point Diversity Plan).	The Department recently completed a light touch review of the Civil Service 10 Point Diversity Plan and it is clear that, as a result of the initiatives we have put in place to increase Diversity, the MOD continues to move in the right direction. We are actively involved in a number of Cross Government initiatives including Leaders Unlimited and the Summer Development/Placement Schemes. We are also running highly successful internal development schemes for the Fast Stream, for talented managers below the Fast Stream and for the feeder grades. We are particularly pleased with the progress in the Fast Stream which is the main feeder for the SCS, where we now have 47% women 4.5% with disabilities and 10% ethnic minorities: our talented managers scheme has a similar breakdown. Looking ahead, we will be introducing an assessment centre for our SCS in 2008. Although, we cannot necessarily predict the impact this will have on our SCS diversity, the trend from the introduction of similar centres at lower grades is a positive one. The rate of turnover continues to present some challenges, but we continue to look for opportunities to refresh and to look for opportunities to refresh and to build a more diverse workforce.
2	To continue with the implementation of the 3 Year Affirmative Action Plan for 2005 to 2007 produced under the Northern Ireland Fair Employment legislation.	See Appendix 1 for an Executive Summary of the Article 55 Review of Employment Practices in Northern Ireland.
3	To create a "One Stop Shop" for reasonable adjustments for disabled staff.	After major consultation with internal stakeholder the intended format of the 'One Stop Shop' changed. It was felt that embedding this information in policy would ensure that line managers would read and understand what they were required to do to help their employees with disabilities. Work has begun on new Policy Rules and Guidance (PRG).
4	To ensure that we build on the extensive process improvement work already achieved by the People Programme to achieve improvement in the quality of diversity data.	During this reporting period improvements were made to HRMS and other data sources, additional fields were added to those already available, for race and disability. From April 07, staff will also have the choice to declare their sexual

	<p>We will use two methods:</p> <ul style="list-style-type: none"> • Consider (with DASA Surveys) setting up a rolling diversity survey. • Consider ways to improve and encourage the self declaration of diversity data. <p>To take forward this action we will:</p> <ul style="list-style-type: none"> • Produce a plan of action. • Implement the plan. 	<p>orientation, religion or belief and gender identity.</p> <p>Outstanding action</p> <p>To coincide with the launch of these new fields, the Civilian Diversity Team plan to launch an awareness campaign to encourage staff to self-declare via HRMS by pointing out the possible benefits of declaring</p>
5	<p>To work towards increasing the number of ethnic minority (EM) staff, disabled staff and women in Band B and Band D by 2009 as follows:</p> <p>EM in Band B from 2.18% to 4.5% and in Band D from 3.0% to 4.5%.</p> <p>Disabled staff in Band B from 3.62% to 5% and in Band D from 6.37% to 6.5%.</p> <p>Women in Band B from 18.82% to 21% and in Band D from 38.64% to 50%.</p>	<p>Details of the progress made can be found at:</p> <p>Race Section</p> <p>Disability Section</p> <p>Gender Section</p>
6	<p>Conduct a study, via a staff survey, into the barriers or perceived barriers preventing ethnic minority staff from progressing in the Department.</p> <p>To entail:</p> <ul style="list-style-type: none"> • Discussion with the EMSC and DASA to determine the questions for the survey. • Issue Survey to ethnic minority staff. • Survey responses. • Analyse survey results. • Scope action plan for 2007/2008. 	<p>The consultation with the Diversity Team the EMSC and the Civilian Diversity Team commission the Defence Analytical Services Agency DASA to conduct the "Career Progression Survey". The Survey will send out in the summer 2007, to 5,000 MOD employees, white and ethnic minority staff who have declared on the Human Resources Management System. It's finding will be published in the 07/08 Report</p>

SPECIFIC ACTIONS FOR THE MINISTRY OF DEFENCE POLICE

<u>NO</u>	<u>ACTION</u>	<u>OUTCOME/PROGRESS MADE</u>
1	To increase the percentage of ethnic minority officers in the MDP to 1.7%.	<p>Current Position- The percentage of ethnic minority officers in the MDP at 31 Mar 07 was 1.6%. Although there is some evidence, based on the 2006/07 figures, that ethnic minority applicants do not do so well by comparison with their white counterparts in the police recruitment process, the major continuing issue for the MDP has been attracting applications from ethnic minority candidates in the first place. The MDP has advertised in the minority ethnic press, attended ethnic minority recruitment fairs and used a cinema advertisement screened at targeted cinemas but has, so far, not been able to make any significant progress on attracting ethnic minority candidates.</p> <p>Future Planned Actions & Timescale- The MDP's latest Diversity Action Plan, which runs from 2007 to 2010, includes a target to achieve a numerical increase which equates to a rise in the percentage of ethnic minority police officers to 1.8%, assuming that police numbers remain static. A Minority Representation Working Group has been formed, which includes representation from the Agency Support Group for Minority Ethnic Staff (AS-ME) and this group is developing and evaluating proposals to both recruit more ethnic minority staff and to ensure staff are retained and achieve progression. The Group is also looking at the issue of under-performance by ethnic minority candidates.</p>
2	To increase the percentage of female officers in the MDP to 10.2%.	<p>Current Position-The percentage of female MDP officers at 31 Mar 07 was 10%. The MDP has, as with ethnic minority candidates, found it difficult to attract sufficient applications from women, despite targeted advertising campaigns. There is some anecdotal evidence to suggest that the MDP is less attractive to women than other police forces because of the requirement for all officers to be armed.</p> <p>Future Planned Actions & Timescale- The MDP's latest Diversity Action Plan, which runs from 2007 to 2010, includes a target to achieve a numerical increase which equates to a rise in the percentage of female police officers to 10.7%, assuming that police numbers remain</p>

		<p>static. The MDP's Minority Representation Working Group includes representation from the its Women's Staff Association and is considering proposals on recruitment advertising and has sponsored some research into retention issues with the aim of recruiting more women and improving retention and progression of women.</p>
3	<p>Complete work to form minority support groups for disabled, gay and ethnic minority staff</p>	<p>Current Position-Although this target was not achieved, there has been good progress on the formation of minority support groups. A one day seminar was held in Nov 06 for ethnic minority staff which led to the formation of a steering group which worked on the foundation of an ethnic minority support group. The Agency Support Group for Minority Ethnic Staff (AS-ME) was formally launched on 2 Nov 07). In July 2007 a committee of gay and bi-sexual staff was formed (LGB Unite) and membership was opened to staff in November 2007. A working group of disabled staff has been working towards the formation of a support group since early 2007 and expect to launch in May 2008</p> <p>Future Planned Actions & Timescale-Aside from the launch events for LGB Unite and the Disabled Staff Network, each of the minority staff support groups also intends to hold annual development events for members. Each group is represented on both the Agency Diversity Programme Board and the Minority Representation Working Group and so continues to influence diversity and wider policy.</p>
4	<p>Continue work on Gender Agenda action plan</p>	<p>Current Position- Work has continued on the Gender Agenda action plan although Gender Agenda 2 was launched across the police service in October 2006 and a new action plan has been prepared on the basis of this. There have been two noteworthy achievements on gender. First, the MDP wanted to raise the profile of women and devoted much of one edition of the in-house magazine, Talk Through, to women in the organisation and the contribution they make. The magazine also recently ran articles on the first female MDP driving instructor and women in the MDP's Operational Support Unit, which were designed to encourage more women to take up work in these areas where they are currently under-represented. Second, the MDP has recently run its first Springboard women's development programme, which is</p>

		<p>intended to support efforts to retain women and encourage them to go forward for promotion.</p> <p>Future Planned Actions & Timescale- Two further Springboard programmes will be run in 2008/09 and will be complemented for the first time by a Navigator men's development programme. Work will also continue on the actions in the gender action plan, as well as on the other single strand action plans the MDP has.</p>
5	Consider introducing sexual orientation monitoring for police officers.	<p>Target discontinued. The MDP had been considering the possibility of sexual orientation monitoring for police officers but this became unnecessary when the wider MOD decided to provide the opportunity for staff to declare their sexual orientation on HRMS.</p>
6	Complete and publish Hate Crime Policy	<p>Current Position -The MDP's Hate Crime Policy was completed and published in spring 2007. The MDP has provided copies of the policy and guidance on the reporting of hate incidents and crimes to the MOD's LGBT Forum, for dissemination to its members.</p> <p>Future Planned Actions & Timescale- The MDP's Hate Crime Policy was completed and published in spring 2007. The MDP has provided copies of the policy and guidance on the reporting of hate incidents and crimes to the MOD's LGBT Forum, for dissemination to its members.</p>



MINISTRY OF DEFENCE

ARTICLE 55 REVIEW OF EMPLOYMENT PRACTICES

NORTHERN IRELAND

EXECUTIVE SUMMARY

FOR

CIVILIAN STAFF

EMPLOYED BY THE MOD

10 September 2007

ARTICLE 55 REVIEW OF EMPLOYMENT PRACTICES IN NORTHERN IRELAND FOR THE PERIOD 2 JANUARY 2004 TO 1 JANUARY 2007

EXECUTIVE SUMMARY

Background

1. This is the sixth Review conducted by the MOD in Northern Ireland to meet the requirements of the Fair Employment Legislation. The Review has been conducted taking into account guidance from the Equality Commission for Northern Ireland, and the Cabinet Office.

Structure

2. The Review consists of six parts:

- Part A – **Analysis of composition of workforce** – statistics on the overall workforce, details about the main job groups and locations.
- Part B – **Review of workforce flows** – recruitment and selection, promotions and leavers.
- Part C – **Review of employment policies, practices and procedures** – including details of the People Programme and normalisation work.
- Part D – **Equality of opportunity** – including details of Tribunal complaints and follow up.
- Part E – **Assessment of fair participation** – in MOD’s nine major locations (locations employing more than 50 staff) in Northern Ireland.
- Part F – **Affirmative Action/Goals and timetables**- proposed action as a result of this review for the next three years.

3. The MOD in Northern Ireland has drawn up a new **Affirmative Action Plan** for the next three years. The Plan is required because the Article 55 Review has established that fair participation has not yet been achieved in the MOD’s workforce in Northern Ireland. The AAP will focus on three areas, outreach to the Roman Catholic community, a review of Fair Employment monitoring processes to take account of the People Programme and promoting a good and harmonious working environment.

Setting in which the review has taken place

4. Since the last review the government has completed a major security normalisation programme. The following MOD bases have been closed:

- Bessbrook
- Clogher Base
- Clooney Barracks Londonderry
- Drumadd Barracks, Armagh
- Girdwood Park, Belfast
- Grosvenor Barracks, Enniskillen
- Harmony House, Lisburn
- Killymeal House, Dungannon
- Laurel Hill House, Coleraine
- Lisanelly Barracks, Omagh
- Mahon Barracks, Portadown
- Maydown PSNI
- Rathfriland
- St Lucia Barracks, Omagh

5. The Government has undertaken to maintain a presence of no more than 5000 troops in Northern Ireland, and the MOD has announced the end of Operation Banner under which the Armed Forces provided continuous support to the Police and civil authorities. Under a new

operation, Op Helvetic, the Armed Forces will have the capability to deploy in situations of extreme public disorder and will provide limited support to the civil authorities in specialist areas, for example with helicopters. The approach in Northern Ireland will be brought more closely in line with the approach elsewhere in the UK.

6. These changes have had a significant impact on recruitment, redundancies and overall numbers. The announcement of the security normalisation programme led the MOD in Northern Ireland to introduce pre-redundancy measures in 2005 including a general recruitment ban to protect the interests of existing staff by increasing the redeployment opportunities in a surplus situation. (MOD's return records 236 people applied to join the Department during 2006 though this general recruitment ban was in operation because some recruitment was required for specialist grades which could not be filled by surplus staff on redeployment). As part of the normalisation process, at 1 January 2007 149 MOD staff in Northern Ireland had been made redundant. Further redundancies outside this reporting period are likely to total around 900 in the coming months.

7. A further department-wide measure, the People Programme, has also impacted on employee numbers in Northern Ireland. The People Programme represents a root and branch review of both the HR function and the way the broader civilian workforce is managed, motivated and rewarded. This reform has resulted in a reduction of personnel staff, with line managers being given full responsibility for selecting and developing individuals within their team. To assist line managers in this role the People, Pay and Pensions Agency (PPPA) has been set up to provide a new customer focused service. The PPPA is based in Great Britain with a forward deployed cell of 10 staff in Northern Ireland. From 1 January 2008 this cell will reduce to employ only six staff. Five new HR Business Partner posts were also created. HR Business Partners work with Service and Civilian Managers to provide strategic civilian HR support to the Business. The HR Business Partner team in Northern Ireland will be appropriately resourced to reflect the challenges of Northern Ireland including equality and diversity.

Summary of findings from the Article 55 Review.

Workforce Composition

Total Numbers

8. The numbers at all MOD's major locations (i.e. a location employing more than 50 people) in Northern Ireland have decreased during the review period as a result of normalisation measures and base closures. The MOD's civilian workforce in Northern Ireland has decreased from 3521 as at 1 January 2005 to 3134 as at 1 January 2007. This trend is likely to continue until December 2008.

Numbers/proportions

9. The numbers of Protestants, Roman Catholics, XNIs (those born outside Northern Ireland) and non-determined have all decreased during the review period. The proportion of Protestants employed has increased slightly from 71.9% on 1 January 2005 to 72.0% on 1 January 2007. The proportion of Roman Catholics employed has also increased slightly from 12.6% on 1 January 2005 to 12.8% on 1 January 2007. The proportion of XNIs also increased from 13.8% to 14.4% during the same period. We assess that none of these changes are significant. The proportion of non-determined has therefore reduced from 1.7% on 1 January 2005 to 0.8% on 1 January 2007. The likely result of re-survey action taken by our Civilian Equality and Diversity Unit.

10. The proportion of Roman Catholics employed (12.8%) remains disappointingly short of MOD's goal to increase the Roman Catholic proportion of the overall workforce to 15% by December 2007.

11. The highest proportion of Roman Catholics is in SOC Groups 2 (Professional Occupations), SOC Group 3 (Associate, Professional and Technical Occupations), SOC Group 5 (Skilled Trade Occupations) and SOC Group 8 (Process, Plant and Machine Operatives). The lowest proportion is in SOC Group 6 (Personal Services Occupations) but the numbers in this group prevents further analysis. The highest proportion of Protestants is found in SOC Group 8 (Process, Plant and Machine Operatives). Protestants are also found in high proportions in SOC Group 4 (Administrative and Secretarial Occupations), SOC Group 5 (Skilled Trades Occupations), SOC Group 6 (Personal Service Occupations) and SOC Group 9 (Elementary Occupations). We expect proportions to change – and in some areas potentially significantly – as security normalisation continues. However it is difficult to extrapolate with confidence. As at 3 September 2007 the proportion of Roman Catholics in MOD's workforce is 13.2%.

12. The numbers at all MOD's major locations (i.e. a location employing more than 50 people) in Northern Ireland have decreased during the review period as a result of normalisation measures and base closures. This trend is likely to continue until December 2008.

Workforce flows

Recruitment and selection

13. Given the general recruitment ban applied in 2005 the number of applicants applying to join MOD in Northern Ireland dropped dramatically during the period of the review from 1437 in the year up to 1 January 2005 to 236 in the year up to 1 January 2007. The proportion of applicants from the Protestant community decreased from 62.8% to 53.4% of all applicants. However, the proportion of Roman Catholic applicants increased from 11.6% to 14.4% of all applicants. The proportion of non-determined applicants increased to 32.2% during the same period.

14. It is encouraging to see the slight increase in Roman Catholic applicants during the period. However, the smaller sample and the unrepresentative nature of the jobs advertised make it difficult to extrapolate and the results in any case remain short of MOD's goal to increase the applicants from the Roman Catholic community to 18% of all applicants by 31 December 2007.

15. The number of staff appointed during the review period has also dropped from 230 in the year to 1 January 2005 to 23 in the year to 1 January 2007 primarily as a result of the general recruitment ban. The proportion of Protestant appointees decreased from 58.3% to 34.8% of all appointees. The proportion of Roman Catholic appointees decreased from 6.5% to 4.3% during the same period. The proportion of non-determined appointees increased. It is particularly disappointing that the proportion of Roman Catholics appointed is significantly lower than the proportion of applicants. The number appointed during 2006 is too small to allow for reliable analysis.

16. The Roman Catholic appointee proportion remains very significantly short of MOD's goal to increase appointees from the Roman Catholic community to 18% of all appointees by 31 December 2007.

Promotions

17. The numbers in SOC Groups 1, 2, 5, 6, 7 and 8 are considered too small for reliable analysis. Analysis was carried out on the statistics for SOC groups 3, 4 and 9. The analysis showed:

SOC Group 3 – Adverse impact for Protestants at the sift stage – no adverse impact at the interview stage.

SOC Group 4 – No adverse impact at the sift stage – adverse impact for Protestants at the interview stage.

SOC Group 9 – No adverse impact at the sift stage – adverse impact for Protestants at the interview stage.

Again the numbers involved in these three groups are considered to be too low to allow meaningful conclusions to be drawn. Promotions will continue to be kept under review.

Band D Assessment Centre (AC)

18. The numbers of Northern Ireland based MOD staff passing the Band D Assessment Centre are, at present, too small for reliable analysis. The sift pass rate for Northern Ireland was 2.3%. The sift pass rate for the MOD in general is 11.5%. This is an area that will be kept under review.

Leavers

19. A higher percentage of Protestants have left the MOD on redundancy and early retirement as part of the security normalisation programme. This is likely to be because Protestants were over represented in at least two of the areas where bases were closed, i.e. Londonderry and Omagh.

20. A high proportion of non-determined staff leave the MOD in Northern Ireland. This group reflects the movement of Service Personnel dependants posted from Northern Ireland.

21. Figures for voluntary resignations show that there is currently a difference between the proportion of Roman Catholics and Protestants leaving the Department on voluntary resignation (7.9% and 6.1% respectively over the last three years). We intend to monitor the figures for voluntary resignations closely and re-introduce exit surveys to find out why staff are resigning.

Employment Policies, Practices and Procedures

People Programme

22. The People Programme represents a root and branch reform of both the HR function and the way the broader civilian workforce is managed, motivated and rewarded. 7th April 2006 saw the launch of the new People, Pay and Pensions Agency (PPPA), which will become the one stop shop for all HR needs when fully operational in 2008. Also in April 2006 the PPPA launched the Resignation Service as part of the People Programme. At the same time Policy Rules and Guidance (PRGs) were launched in respect of valedictory letters, employment references and certificates of service. The Occupational Welfare Service (OWS) also transferred to PPPA in April 2006 with a new Welfare Helpline being introduced. In June 2006 the PPPA took on responsibility for the production of 14 sick absence print (called the Managing Sickness Absence Report) and the conduct of welcome back discussions, discounting of sickness absence for restoring efficiency, pregnancy and disability purposes. In November 2006, the PPPA took over the operation of the Keeping in Touch (KIT) Scheme, a scheme designed to ensure that those away from the Department for a significant period of time, are kept up to date with developments.

On 27th November 2006 the new Working Patterns Service was launched by PPPA. The new service provides advice and guidance on non standard working arrangements, home working, statutory right to request flexible working, and the working time regulations.

23. Although outside the reporting period, the following services have also been delivered since 1 January 2007:

- The PPPA became responsible for running a Case Advisory Service.
- 'Count me in' – as part of the MOD's Diversity Scheme staff were asked to register information on their national identity, disabilities and other personal data.
- A Career Consultancy Service was also introduced. It is a confidential counselling, advice and guidance service available to most MOD civilian employees up to and including Band Bs.
- New portal pages were launched on the People Services Channel of the Defence Intranet setting out the Department's approach to Employee Relations.
- The PPPA took on responsibility for external recruitment for non industrial staff. Industrial staff and non standard occupational groups such as nurses have been excluded from this roll out plan. The complexities and variances of their current recruitment processes are such that including them in this roll-out would severely risk success. The external recruiting services for these groups will be introduced by April 2008.

Equality of Opportunity

Departmental –wide Policies and Initiatives

Ministry of Defence Unified Diversity Strategy

24. This Unified Diversity Strategy (UDS) was created by the MOD Diversity Panel. Its aim is to enable the MOD to have a workforce, uniformed and civilian, that is drawn from the breadth of the society it defends, that gains strength from that society's range of knowledge, experience and talent and that welcomes, respects and values the unique contribution of every individual.

Ministry of Defence Equality and Diversity Scheme 2006-2009

25. This is the first overarching Equality and Diversity Scheme for the Ministry of Defence, encompassing the Armed Forces, the Civil Service and the Ministry of Defence Police. The decision to introduce an overarching scheme demonstrates MOD's continued commitment to the equality and diversity agenda and making equality and diversity integral to all its policies, functions and services.

Ministry of Defence Equality and Diversity Scheme 2006-2009 Action Plan 2006-2007

26. This action plan for the period 1 April 2006 to 31 March 2007 was issued in conjunction with the new MOD Equality and Diversity Scheme 2006-2009. The Northern Ireland Affirmative Action Plan January 2005 – December 2007 was included in this Action Plan.

Ministry of Defence Equality and Diversity Impact Assessment Tool

27. To meet MOD's legal obligations, and to support the requirements of the Equality and Diversity Scheme, this Equality and Diversity Impact Assessment Tool (EDIAT) was developed, which enables sponsors, and service providers to impact assess their areas of work in respect of equality and diversity issues.

Introduction of People Service Portal for Equality and Diversity

28. On 2 April 2007 new portal pages were launched setting out the Department's stance on Equality and Diversity. Included in the diversity pages are new policy rules and guidance to

advise staff on the MOD policy on Fair Employment in Northern Ireland. The Fair Employment pages were drawn up in consultation with the Equality Commission for Northern Ireland.

29. From 2 April 2007 line managers and individuals first point of reference on Equality and Diversity (E&D) issues is the PPPA People Services Centre or the People Services Portal. HR Business Partners retain responsibility for E&D issues at strategic level.

Equality and Diversity Training

30. In support of the Civil Service 10 Point Plan and the MOD's Unified Diversity Strategy dblearning (the MOD's training provider) undertook a comprehensive review of its suite of Equality and Diversity modules, including its e-learning product. The resulting updated learning interventions offer the learner the opportunity to raise their awareness of Equality and Diversity topics, including attitudes and behaviour, and develop their skills in dealing with harassment and bullying, and making an inclusive working environment. After the modules were piloted, they were launched during Spring 2007.

31. MOD continues to review other Core Competence modules to present Equality and Diversity issues in context, to reinforce the message that these are core business. Those workshops already reviewed have been updated to include Equality and Diversity as a more overt thread.

Introduction of Joint Service Publication (JSP) 763 – The MOD Harassment Complaint Procedure:

32. Following an 18 month review of existing service and civilian harassment complaints procedures, best practice from each set of procedures have been combined into a single, principled-based procedure for handling, investigating and acting on harassment complaints involving service on service, civilian on civilian or cross-boundary complaints. JSP 763 was first issued in April 2005 and was updated again in January 2007

NI Specific Policies and Initiatives

Joint Declaration of Protection:

33. One of the objectives in the MOD's Affirmative Action Plan for Northern Ireland is to promote a good and harmonious working environment. The MOD had previously signed a Joint Declaration of Protection on 21 January 1998. A second, updated Joint Declaration of Protection was signed on 4 October 2006 by the General Officer Commanding Headquarters Northern Ireland and the vice chairs of the Command Non Industrial Whitley and the Command Industrial Whitley. Copies of the new Joint Declaration have been distributed to all staff and displayed in the workplace.

Formation of Command Diversity Committee

34. In 2004 the MOD in Northern Ireland formed a Joint Service and Civilian Diversity Committee to manage the implementation of Equality and Diversity policies throughout the Command. The committee was co-chaired by the Assistant Chief of Staff (the Service Diversity Champion) and the Deputy Civil Secretary (the Civilian Diversity Champion). Terms of Reference for both the Committee and the Diversity Champions were also produced and published. As a result of changes at the end of Operation Banner the committee will now be co-chaired by the HR Business Partner and Chief G1. Revised terms of reference will also be produced.

Fair Employment Training for PPPA staff

35. Staff from the Equality Commission for Northern Ireland delivered three separate sessions of training on the Fair Employment legislation for the staff of the People, Pay and Pensions Agency.

Equality legislation and contract documentation

36. In the Affirmative Action Plan for the period January 2005 to December 2007 MOD undertook to review whether E&D issues were adequately covered in tenders invited and let in Northern Ireland. The Crown Solicitor's Office was consulted as part of the review. Following receipt of legal advice the Senior Contract Officer in Northern Ireland wrote to the relevant contract branches in MOD to advise them of the wording to be used in future contract documentation for Northern Ireland contracts.

New Extended Northern Ireland Mediation Service

37. In 2001 MOD in Northern Ireland successfully introduced a civilian Mediation Service, which has been used by both civilian and service personnel. In 2006 a number of service personnel also completed the special training to become mediators. As a result the MOD Northern Ireland Mediation Service can now provide both service and civilian mediators to assist staff who are experiencing workplace conflict. The Service can operate between individuals, individuals and groups or between groups.

Customer Awareness Training for Northern Ireland Security Guard Service

38. As part of the Affirmative Action programme a new customer awareness module was added to all initial, refresher and advanced guard service courses with effect from 28 January 2005.

Complaints of discrimination or harassment

Complaints of discrimination or harassment made to either an Industrial or Fair Employment Tribunal

39. 20 complaints were lodged or withdrawn to either an Industrial or a Fair Employment Tribunal during the Review period. Nine of these were later withdrawn, six were settled. The Tribunal heard one complaint which was dismissed. One further case was dismissed as a result of the Applicant's failure to comply with an order for further particulars. The outcome of the other three complaints is awaited.

Assessment of Fair Participation

40. Using the Economically Active Persons figures and the Unemployed Persons figures supplied in the 2001 Census, the MOD statistics show that it has fair participation in its workforce in Northern Ireland in one location only, Holywood. At all other locations Roman Catholics continue to be under-represented. Ballykinler continues to have the highest proportion of Roman Catholics. Omagh and Belfast have the lowest proportions of Roman Catholics in spite of catchment areas with a high proportion. Moving in the direction of fair participation will continue to present MOD with a particularly challenging task.

Affirmative Action/Goals and Timetables

41. As MOD has not achieved fair participation of both communities in its workforce, a new Affirmative Action Plan (AAP) with goals and timetables has been drawn up for the period 1 January 2008 to 31 December 2010. The AAP will focus on three areas, outreach to the Roman Catholic community, a review of Fair Employment monitoring processes to take account of the People Programme and promoting a good and harmonious working environment. New goals have been set as follows:

(a) The MOD in Northern Ireland will aim to increase applicants/appointees from the Roman Catholic community to 18% over the next three years.

(b) The MOD in Northern Ireland will aim to increase the Roman Catholic proportion of the overall workforce to 15% over the next three years.

Conclusions

42. Overall these results are disappointing. The Department's inability to attract a higher proportion of applications from Roman Catholics, in spite of a range of Affirmative Action measures, indicates that we have not overcome the reluctance of Roman Catholics to work for the MOD (referred to as "the chill factor") and illustrates the difficulties involved in moving towards a more representative workforce. It is hoped that the changed political and security environment may reduce that reluctance. However initial indications are that applications (in the context of the current restructuring) remain low. The number of appointees in 2006 (23 in total) is too low to allow reliable analysis. However, we need to monitor closely any significant differences between the proportion of applications and appointees (14.4% and 4.3% for the year up to 1 January 2007). We also intend to monitor more closely the figures for voluntary resignations where there is currently a difference between the percentage of Roman Catholic and Protestant members of the workforce leaving the Department (7.9% and 6.1% respectively over the last three years).