

Women in Defence  
**Charter Strategy**

## Our Purpose – a pledge for gender balance across defence

We aspire to see women represented and succeeding at all levels across the defence enterprise because a balanced workforce is good for government and good for business, good for customers and consumers, for profitability and workplace culture, for promoting prosperity and stability, and for showing everyone matters in building stronger and more peaceful communities.

The Women in Defence Charter brings together organisations from across the UK's defence sector who are committed to building a more gender balanced environment. Our signatories have committed to being the very best at driving inclusion and diversity within their organisations and providing fair opportunities for women to succeed at all levels.



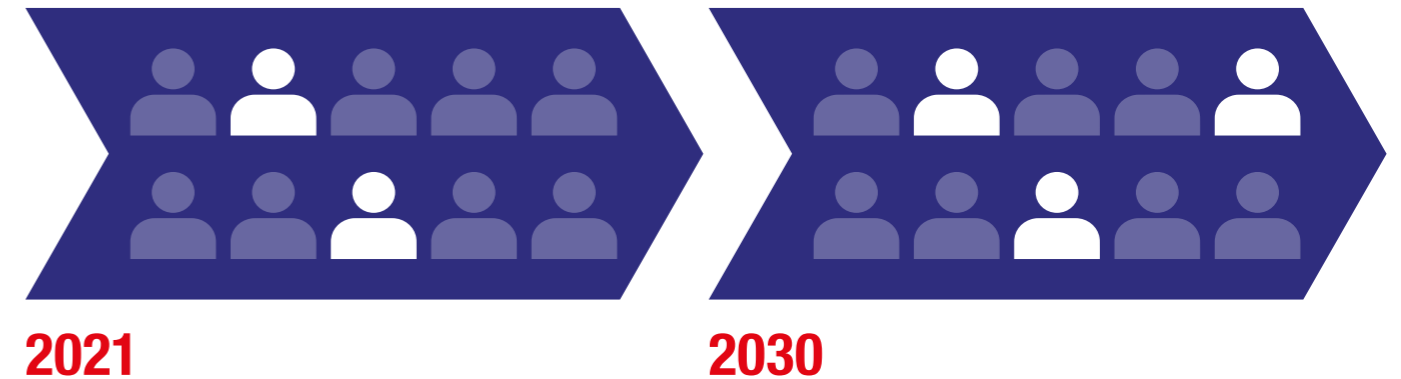
“ Fostering equality is, of course, not just an issue for women. We all benefit from true equality and the behaviour of men is crucial in driving forward the change that is needed to drive this. Supporting the Women in Defence Charter Strategy and its ambition to help the UK Defence Sector achieve a minimum of 30% female representation at all levels by 2030 helps enable everyone to maximise their talent, enables diversity of thought and contributes to operational effectiveness. ”

**General Sir Nick Carter, Chief of the Defence Staff**

30% by  
**2030**

## Our Ambition

Our ambition is a minimum of **30% female representation at all levels across the defence sector by 2030.**



“ Equality of opportunity in the UK defence sector will not happen by chance, it requires us to make a concerted effort. Our first report will set out the scale of the challenge we face. Our signatories are committed to driving the changes that will see women making up around a third of the defence workforce by 2030. A more balanced workforce is good for government, for business and for the communities we serve. ”

**Ruth Cairnie, Chair, Babcock Industry Charter Patron**

## Our Strategic Priorities

### 1 Data Collation to Inspire Improvement

We believe that having a shared understanding of the gender balance baseline for the UK defence sector today, will enable us to work better together to improve it.

We aim to be the trusted source of data on gender diversity for the whole of the UK defence sector, collating and publishing meaningful data covering recruitment, retention and progression.

We will use this data to inspire signatories to identify and set their own ambitious targets to improve gender diversity in their organisations.

Our ambition is a minimum of 30% female representation at all levels across the defence sector by 2030.



### 2 Charter Community Development

The Charter brings together organisations committed to improving gender diversity and inclusion.

We aim to develop the Charter Community to:

- Help our signatories to drive change and achieve their targets.
- Establish it as an influential community for improving gender diversity in the sector.
- Develop strategic relationships that will help to maintain focus on gender diversity and drive improvements within the sector.
- Engage with other Charters promoting gender diversity.



### 3 Policy and Societal Changes

We intend to leverage the data and the Charter Community to drive policy and societal changes to help improve gender diversity in the sector. We envisage topics such as flexible working arrangements and maternity and parental leave packages to be key policy areas, and perceptions of how family responsibilities such as childcare and adult care are shared to be key societal areas.



## Our 3 Year Plan



2021

### 1st Report and Building the Charter Community

In 2021 we will publish our first report on gender balance in the UK defence sector. This will give us a clear baseline for the sector which we believe will help signatories to see how they are doing today, and inspire them to set ambitious targets to improve.

Following the report, we will focus on building our Charter Community, sharing best practice for improving gender diversity, and providing networking opportunities.

2022

### Establish the Charter as a force to be recognised

In 2022 we will increase the visibility of the Charter, highlighting what the sector is doing to improve, and how well we are progressing. We will build more strategic external relationships, so we are best-placed and ready to influence the right people to drive change.

2023

### 2023 – Drive Policy and Societal Change

By 2023 our credibility as a Charter will be firmly established, enabling us to drive the policy and societal changes needed to help us achieve the ambition of 30% by 2030.

## Getting Involved - We Need You

The Charter is run on a voluntary basis by individuals from signatory organisations. To deliver our strategy and achieve our ambitions, we need your help.

### Organisations

We are looking for signatory organisations to support us this year by:

- Meeting the commitments they made by signing the Charter.
- Sharing the Charter ambitions and activities throughout their organisation and networks to help us increase our visibility.
- Hosting a virtual event to help us build the Charter Community and promote discussion, share best practice and provide networking opportunities.

### Individuals

We are looking for people to join the Charter team to help us deliver our goals. We have a number of active work packages and would welcome anyone willing to act as a work package lead or team member.

To find out more, please contact us at:  
[charter@womenindefenceuk.co.uk](mailto:charter@womenindefenceuk.co.uk)



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