

# Women in Defence Charter

## Measurement and Reporting Guidance

The Women in Defence Charter was launched in the recognition that more needs to be done to improve gender balance in the defence enterprise. All organisations, public and private, can sign the Charter, and commit to enabling women to thrive, enhancing the individual and collective impact of women across defence and in doing so, improving the overall output of defence.

### What do Signatory organisations commit to?

---

The Charter commits organisations to **supporting the progression of women** into senior roles in the defence sector by focusing on the executive pipeline and the mid-tier level. We recognise the diversity of the sector and that organisations will have different starting points. Each organisation should therefore **set its own targets**, where appropriate, **and implement the right strategy** for them. Organisations are required to **publicly report on progress** to deliver against any internal targets to support the transparency and accountability needed to drive change.

Signatories commit to promote gender diversity and inclusion by:

- 1. Nominating a member of the Senior Executive Committee to be accountable for gender diversity and inclusion**
- 2. Setting internal targets, where appropriate, for gender diversity in senior management**
- 3. Publishing progress annually against any targets in reports on our Charter website**
- 4. Having an intention to ensure the pay or the objectives of the senior executive team are linked to delivery of any internal targets on gender inclusion and diversity**

### Women in Defence Charter Report 2022

---

The Women in Defence Charter published its [inaugural report](#) on gender balance in the defence sector in September 2021 in partnership with HR Data Hub.

This year the Charter will collate and publish a report on how signatories are performing against the Charter commitments and assess how they have progressed in delivering against them.

Women in Defence UK will collect the responses and analyse the overall results. We will not highlight individual signatory responses unless they form part of an agreed 'sharing of best practice' case study.

