

Women in Defence Charter

A pledge for gender balance across defence

The UK's defence sector is making a commitment to work together to build a more gender balanced environment by launching a Charter for Women. The Ministry of Defence, the Department for Business, Energy and Industrial Strategy and the Government Equalities Office welcome the initiative that recognises more needs to be done to greater enhance the gender balance in the sector. Organisations that sign up to this Charter are committing to be the very best at driving inclusion and diversity within their organisations and providing fair opportunities for women to succeed at all levels.

The Charter reflects the aspiration to see women represented and succeeding at all levels across the defence enterprise. 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 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
- recognises 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.
- requires organisations to publicly report on progress to deliver against any internal targets to support the transparency and accountability needed to drive change
 - aims to enable women to thrive, enhancing the individual and collective impact of women across defence and in doing so, improving the overall output of defence.

My organisation commits to promote gender diversity and inclusion by:

- having one member of our senior executive team who is responsible and accountable for gender inclusion and diversity
- setting internal targets, where appropriate, for gender diversity in our senior management
- publishing progress annually against any targets in reports on our website
- 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 signatories

Last updated on 30 Nov 2022

#	Name	#	Name
1	AACE	38	Manpower Group
2	Accenture	39	Marshall Aerospace and Defence
3	ADS	40	MBDA UK
4	Airbus	41	Ministry of Defence
5	Allan Webb Ltd	42	Mott MacDonald
6	Aquila	43	MRL Public Sector Consultants
7	Arcadis	44	Northrop Grumman
8	Atkins	45	Oxley Group
9	Atlas Elektronik UK	46	PA Consulting
10	Babcock	47	Pearson Engineering
11	BAE Systems	48	PWC
12	BMT	49	QA
13	Boeing UK	50	QinetiQ
14	Boyden	51	Raytheon UK
15	British Army	52	RDUK - Rheinmetall UK
16	Britten-Norman Ltd	53	Renaissance Strategic Advisors
17	Cervus Defence and Security Ltd	54	Rheinmetall BAE Systems Land
18	Cohort PLC	55	RMMV UK - Rheinmetall MAN Military Vehicles UK
19	Cranfield University	56	Rolls Royce
20	D Group	57	Royal Air Force
21	Dassault	58	Royal Navy
22	DE&S	59	Saab UK
23	Defence Science and Technology Laboratory (Dstl)	60	Safran
24	Envitia	61	Scientific Management International Ltd.
25	Ferranti Technologies	62	Serco
26	Fujitsu	63	Sharing in Growth
27	General Dynamics	64	Strategic Command
28	GKN Aerospace	65	Thales UK
29	Harquebus	66	TMD Technologies
30	improbable	67	Turner & Townsend
31	Jacobs	68	Ultra
32	JJ Churchill	69	Vysiion
33	KBR	70	Walker Precision Engineering
34	Leidos	71	Whitetree
35	Leonardo		
36	Lockheed Martin UK		
37	L3 Harris		