

WOMEN IN GROUND CLOSE COMBAT

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BRITISH ARMY HEADQUARTERS WOMEN IN GROUND CLOSE COMBAT TEAM



ARMY
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BACKGROUND



- WAAC 1917-1921
- ATS 1938
 - Female Conscription 1941
- ATS Disbanded 1949



- WRAC 1949 – 1992
- 1975 Support roles only



- 1992 AGC formed
- RE, RA except female soldiers
- Women fighting on the front line

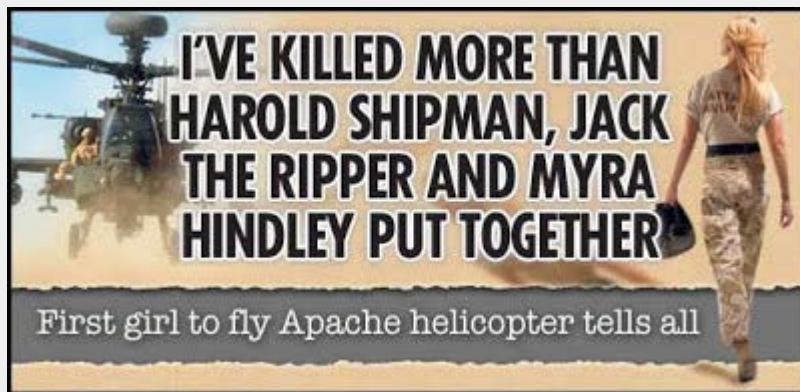


- 2015 PM announcement
- 2016 RAC opens
- 2017 RAC fully open
- 2018 Infantry open

BRITISH ARMY WGCC UPDATE

OPPORTUNITIES

- Army strength
- Wider talent pool for recruiting
- Positive impact of diversity + proven better outputs
- More modern and 'Moral' approach to working and operations
- Widening operational capability



METHODOLOGY OF IMPLEMENTATION

- Tri service project – Army lead on policy and research
- Legally defensible – UK employment law
- Writing and implementing policy changes
- Practical issues of implementing changes to recruitment and initial training; transition periods
- Mitigation towards injury and long term health of all personnel
- No quotas
- Timelines across the 3 services
- Physical Employment Standards (PES)

CURRENT POSITION

- Royal Armoured Corps
 - The first 3 Regular Royal Armoured Corps (RAC) units and all Reserve units were opened to women on the 01 Nov 16
 - Remaining Regular RAC units opened 31 Jan 17 (Narrow Vs Broad)
 - Approximately 50 currently Serving
 - Steady trickle, not a flood, but numbers are increasing



CURRENT POSITION

- Infantry
 - Unlike the RAC the Infantry will open on a broad front
 - Transfers and new recruit application open now
 - First successful candidates in units Nov 2019



EXPERIENCES SO FAR

- WGCC
- Culture
- Employment
- Health
- Continuous improvement
- PES



KEY TAKEAWAYS

- All roles are open to successful candidates now (Oct 18 for transfers)
- New Infantry recruits applying from Jan 19 (Apr/May 19 starting ITC)
- PES will ensure physical standards are maintained for everyone
- Non GCC PES
- The British Army is an inclusive and modern employer, offering equal opportunities and maximising talent.
- A strong Army must be able to recruit from all elements of society, not just 50% of it.
- For the first time in its history (1632, 387 years), our Armed Forces will be determined by ability alone and not gender.
- Culture is key to success, 'think soldier not gender'

QUESTIONS



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