



ROYAL MILITARY ACADEMY SANDHURST

MAJOR JEN O'CONNOR RE

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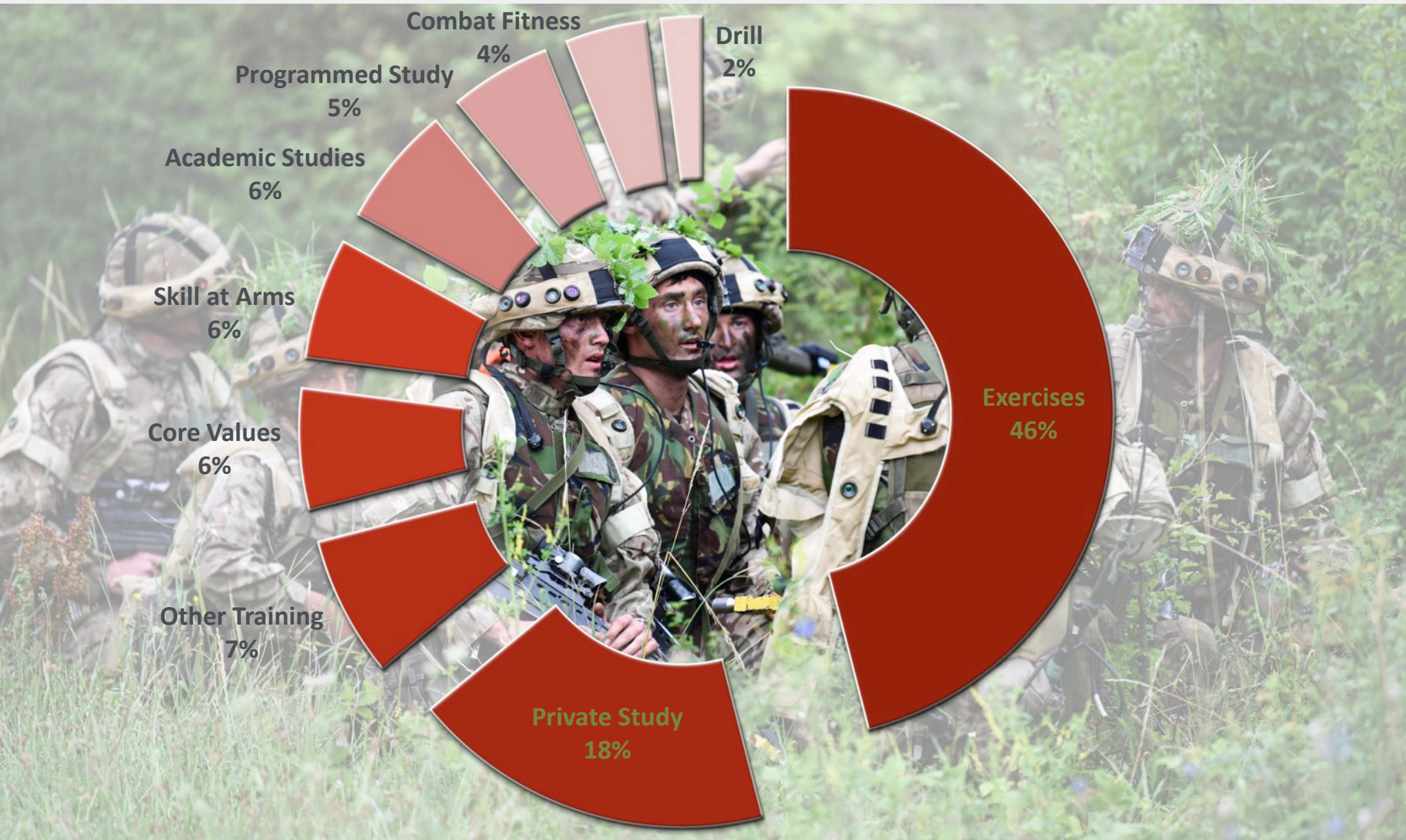
COLLEGES



Developing Army Leaders Ready for the Next Challenge

ROYAL MILITARY ACADEMY SANDHURST

REGULAR COMMISSIONING COURSE – THE “INFANTRY MODEL”



ROYAL MILITARY ACADEMY SANDHURST

INTERNATIONAL OFFICER CADETS

- Afghanistan
- Albania
- Azerbaijan
- Bahrain
- Barbados
- Chad
- Egypt
- Georgia
- Germany
- Ghana
- Iraq
- Jamaica
- Jordan
- Kenya
- Kosovo
- Kuwait
- Kyrgyzstan
- Lebanon
- Malaysia
- Montenegro
- Nepal
- Nigeria
- Oman
- Pakistan
- Palestine
- Qatar
- Saudi Arabia
- Singapore
- Sierra Leone
- Thailand
- UAE
- Uganda
- Ukraine
- USA

CCS

- Jordan

LDC

- Qatar

Middle East North Africa
Commonwealth

4754 cadets since '47
117 countries
129 females
Today:
82 cadets
34 countries



**As a woman in the army,
you'll be expected
to cook, clean and do the dishes.**



Ask inside for further details or phone 0345 300 111 at any time.

ROYAL MILITARY ACADEMY SANDHURST

FEMALE PLATOONS 1992 – 2015



ROYAL MILITARY ACADEMY SANDHURST

INTEGRATED TRAINING – 2015 ONWARDS



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CONTINUOUS IMPROVEMENT

- Anonymous Questionnaires
- Feedback Sessions
- Termly

- 2017 increase in discrimination based upon sex
- Was thought to be female staff pushing female cadets harder
- Was not the case but uncovered other findings which we have been distributing around the UK Army

CHOICE OF ARM



ROYAL MILITARY ACADEMY SANDHURST PHYSICAL TRAINING



DIVERSITY OF STAFF



SEGREGATION

Original Wording:

“The opposite sex may enter rooms by invitation for purposes related to military training and duty.”

Revised Wording:

“OCdts are not to be in each other’s rooms between the hours of 2300 and 0630, except in cases of emergency. When wishing to gain access to another OCdt’s room, all personnel are to knock and wait for an invitation before entering any bedrooms. Room doors are to be left open when multiple cadets are in a room.”

Relationships:

“No sexual relationships are to be conducted anywhere within the Academy. Public displays of affection are against Queen’s Regulations, unbecoming of an Officer, and forbidden whilst on duty or in uniform.”



THE ROYAL MILITARY ACADEMY SANDHURST

STANDING ORDERS Book 15

CADET DUTIES AND STANDING ORDERS

- PART 1:** Cadet Duties
PART 2: Standing Orders for Cadets

Sponsor:
NC Adjt

Suggested amendments
should be sent direct to the

Copy No: _____

Issued To: _____

Date: _____

ROYAL MILITARY ACADEMY SANDHURST

KIT AND EQUIPMENT



News › UK

British Army bans soldiers saying 'sir' on the phone because it is 'outdated'

MARTIN COULTER | Friday 5 January 2018 14:29 |  1 comment



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The Evening Standard



NEXT STEPS

- Female Focus groups
 - Beginning and end of course
 - Male attendees
- Male Focus Groups
 - Senior Term
- Organisational Culture Project
 - Semiotics
 - Permanent Staff Selection and Training
 - Language
 - Women, Peace and Security Doctrine

KEY RECOMMENDATIONS

- Physical Training
 - Physiological differences need to be communicated and understood
 - Permanent Staff / Command Team need to attend
 - Integrate where you can
 - Run similar sessions where you can
- Staff Diversity
 - Diversify appointments where possible
 - Educate about opportunities, break down assumptions
- Segregation
 - Don't have gender based rules
 - Train all to the same standard
- Kit and Equipment
 - Provide most appropriate equipment where you can, at the outset
- Language
 - Consider the gender bias in your language and remove the "Afterthought Effect"
- Focus Groups
 - Seek feedback
 - They enhance online questionnaires



Any Questions?