

2014

Ceteris Paribus: Gender, Roles & the UK Military



Boot Camp & Military Fitness
Institute

8/15/2014

Contents

	Page
Introduction	2
Definitions	2
Ministry of Defence Policy	2
Legislation	3
Pay and Gender	3
Roles by Gender	4
Exclusion Reasoning	4
A Woman's View	6
Elite and Special Forces	7
Gender in Statistical Terms	8
NATO Rank Codes and Service Designations	10
Gender by Rank and Service	11
Objective Criteria and Standards	17
Equality and Diversity Training	18
Gender Equality: Awards and Slapped Wrists	19
References	20

Introduction

The 'women in the military' theme generates great debate regarding what women should or should not be 'allowed' to do in the military. There is a broad spectrum of opinion from suggestions that women have no place to others suggesting everything should be available.

The role played by women in the UK Armed Forces was formally recognised after World War II with the permanent establishment of Women's Services. Further significant changes took place in the 1990s, and from 1998 onwards women were allowed to serve in the front line onboard ships, as pilots of combat aircraft, and in combat support roles in the Royal Artillery and Royal Engineers.

This article will initially present underpinning definitions and then the current policy on women serving in ground close-combat roles, followed by the legislation that underpins this viewpoint. The article will then highlight which jobs and roles are currently denied to women, moving onto pay and gender, followed by the exclusion reasoning and two interesting viewpoints. The article will then move to the position regarding women and elite and special forces, before looking at gender in statistical terms.

The article will present tabulated breakdowns of men and women by service before discussing the role of objective criteria and standards. The final two sections will present information on equality and diversity training and contemporary news stories respectively.

Definitions

1. **Cohesion:** The ability (of a section) to remain committed and motivated to reaching a shared goal and to support, trust and depend on each other in doing so. It is particularly important in combat, when commitment and motivation are under extreme pressure.
2. **Combat Effectiveness:** Combat effectiveness is defined as the ability of a unit/formation/ship, weapon system or equipment to carry out its assigned mission, role or function. The cohesion of a unit is a vital factor in its combat effectiveness.
3. **Ground Close Combat:** Ground Close Combat is combat with the enemy over a short range on the ground.
4. **Combat Arms:** are those forces that use fire and manoeuvre to engage with the enemy with direct fire systems
5. **Combat Support Forces:** are those forces providing fire support and operational assistance to the Combat Arms.
6. **Combat Service Support Forces:** are generally categorised into logistics support, personnel service support and health services support.

Ministry of Defence Policy

Current Ministry of Defence (MOD) policy states that only men can be recruited for roles that can involve fighting the enemy face-to-face, but all other roles should be gender free under a management of diversity model (Woodward & Winter, 2006).

This policy follows a longstanding tradition, in the UK at least, that women cannot be employed in certain roles. In 2010, after legislative review, the MOD reaffirmed this position following research by the Defence Science and Technology Laboratory UK (DSTL) and Berkshire Consultancy Ltd.

The UK is not alone in denying women entry to ground close-combat roles, the US and Australia also follows this exclusion policy.

Legislation

The exclusion of women from specific male roles in the military is covered under Section 85(4) of the Sex Discrimination Act 1975 (Application to Armed Forces etc.) Regulations 1994.

A European Community Equal Treatment Directive stipulates that a review of the role of women in certain ground close-combat environments should be undertaken every eight years, in order to determine if maintaining such derogation from the Act is still justifiable. The next review is due in 2018.

In the case of *Sirdar v Army Board and Secretary of State for Defence*, the European Court of Justice ruled in effect that being a man is a genuine occupational requirement for a Royal Marine. The MOD relies on this ruling to justify their exclusion of women from other ground close-combat roles in the Armed Forces (MOD, 2008).

Pay and Gender

In 2010, the MOD conducted an equal pay audit for the UK armed forces which was published in 2012 (MOD, 2012b).

The pay audit suggested that observed pay gaps in the populations within the armed forces (e.g. officers as a whole, other ranks as a whole, each service, etc) could be explained by structural factors - men and women have different distributions among the rank structure, with a higher proportion of women at the lower ends of the rank ranges and therefore earning less.

When taking rank and pay scale as indicators of people doing broadly equivalent work, the equal pay audit found no differences in the average salaries of male and female personnel in the armed forces which fall outside the 3% margin, when adjusted for length of service.

Tests for the effects on the pay of seniority (i.e. time spent in rank) could only be performed for the most junior ranks due to data quality issues. The equal pay audit concluded that pay differences could be explained by the differences in the length of service, seniority was found to be a significant contributory factor to any observed gaps.

When adjusting salaries for length of service, women in the Royal Navy at the rank of OR-2 (see Table 3 for ranks) were found to be paid on average 3.3% less than their male counterparts. The equal pay audit concluded that there was no obvious structural explanation for this gap.

Roles by Gender

As a result of the MODs policy there are a number of jobs and roles that are restricted to women as highlighted in Table 1.

Table 1: Roles open and closed to women in the British armed forces

Service/Arm/Branch		Restrictions in Place
British Army	Infantry	Not allowed
	Royal Armoured Corps	Not allowed
	Household Cavalry	Not allowed
	Brigade of Gurkhas	Nepalese men only
	All other Regiments and Corps	No gender restriction
Royal Navy	Surface Fleet	Cannot pursue mine clearance diver role (medical reasons)
	Submarine Service	Not allowed (medical reasons)
	Fleet Air Arm	No gender restriction
Royal Air Force	Mainstream	No gender restriction
	RAF Regiment	Not allowed
Royal Marines Commandos		Not allowed

In December 2011, it was announced that women will join their male counterparts in submarines from 2013 (Hughes, 2012).

Exclusion Reasoning

The 2002 Women in Armed Forces report stated there was no evidence that women would perform less well in combat roles compared to men, but that gender may influence team cohesion and consequently, affect operational effectiveness (MOD, 2002). In their paper discussing gender and the British Army, Woodward and Winter (2006, p.15) state:

“Our reading of these explanations is that they rest on essentialist arguments about women, which interpret female difference as disruptive to cohesion by their very presence. Women and men, according to this argument, are indeed different; by being non-men, women are intrinsically disruptive to unit cohesion.”

In 2010, the MOD (2010, p.3) stated

“the research provided evidence of the effectiveness of women in ground close-combat situations (i.e. one-off events). But this evidence did not address ground close-combat roles (i.e. engaging in such activities on a daily basis). It was necessary to consider how far effectiveness in the former could be taken as indicative of likely effectiveness in the latter;”

Ultimately the MOD exclusion policy relies on the team cohesion argument. However, research by Berkshire Consultancy Ltd (2010, p.3) states

“A straightforward interpretation of these results is that the presence of women does not reduce cohesion in small teams/sections in combat situations, as perceived by men - but that when women are present they will tend to experience lower cohesion than the men.”

One of the overall conclusions for Berkshire’s (2010, p.5) research states that the findings show that “Men did not rate cohesion lower when women were present;” In other related research, Berkshire (2009) suggests that overall interviewees rated cohesion highly in the

incidents they spoke about. The majority of men who had been in both mixed gender and all-male teams, in these situations rated cohesion the same for both, and there was no real difference overall in how women and men rated the mixed-gender teams' cohesion.

Perceptions regarding women in ground close-combat roles include (Berkshire Consultancy Ltd, 2009):

- Women being a distraction;
- The dangers associated with close relationships;
- Men's desire to protect women (exacerbated by the previous concern);
- Women's relatively lower physical strength and stamina; and
- Men feeling uncomfortable asking a woman to close with and kill the enemy at very close range.

Woodward and Winter (2006) note that other visible (e.g. skin colour) and non-visible (e.g. sexual orientation) social differences have been rendered a non-issue by diversity and equal opportunities policies (though only after legal challenges forced change and thus the need for such policies).

The Australian Perspective

"The Australian Defence Association [ADA] has reported that the principles concerning female employment in combat manoeuvre, artillery and combat engineer units are based on experience and facts" (Cawkill et al., 2009, p.16).

The ADA states that operational needs for levels of physical strength, physical power and load carrying stamina are the main reasons for their exclusion policy. Women are disproportionately more likely to be casualties than their male counterparts and the ADA does not deem it fair (Cawkill et al., 2009).

However, the Australian government may relax this in order to ease a recruitment crisis (Cawkill et al., 2009).

The US Perspective

As a result of Department of Defence (DOD) exclusion policy women enlisted soldiers cannot serve in Infantry, Special Forces, Artillery, Armour and Air Defence artillery, and are excluded from serving in support units that collocate with any of these ground combat units (Cawkill et al., 2009).

The reasons given for the exclusion of women from combat roles was based on the arguments that women lack the physical strength to be effective in ground combat, they are not emotionally tough or aggressive enough to fight effectively, and that mixed gender units will undermine the 'male bonding' that is needed in combat units.

This is despite other countries experiences and research suggesting no negative effects, and evidence that women in the US armed forces have essentially been fighting due to a non-linear theatre (The Telegraph, 2012). However, the DOD may be forced to alter its position regarding women after four US servicewomen brought legal action after being barred from ground combat (Newman, 2012). However, the United States Marine Corps (USMC) in September 2012, and again in March 2013, allowed women to compete on the infantry officers' course - although unfortunately all four failed.

*Countries That **Do Not** Employ Women in Combat Roles*

- United Kingdom
- United States of America
- Australia
- Czech Republic
- Estonia

*Countries That **Do** Employ Women in Combat Roles*

- Canada: 3.8% (2006)
- Denmark
- Finland
- France: 1.7% (2006)
- Germany
- Israel: 2.5% (2006), not all roles open
- Netherlands: 13% (2006)
- New Zealand: 13 women from 2,911 (2004)
- Norway
- Poland
- Romania
- Spain
- Sweden
- Ukraine

Many of the above countries changed their exclusion policies due to legal challenges rather than altruistic ideals.

Analysis also demonstrates the slow uptake of women into combat roles and reasons for this include:

- Family responsibilities;
- Perceived difficulties in meeting the demands imposed by combat roles;
- Not being fit enough to cope with the physical aspects;
- Limited career progression; and
- The reported negative attitude from male members towards female combatants.

Many countries have successfully employed women in mixed gender combat teams and there is little evidence of a negative impact on the effectiveness, cohesion or readiness of military teams, a finding which is supported by the academic literature (Cawkill et al., 2009).

The MODs exclusion policy ensures that Combat Arms (CA) roles are closed to women. However, Combat Support (CS) and Combat Service Support (CSS) roles are open to women. This means that women can be employed in a CSS role (e.g. chef) which is located in a CA unit (e.g. Infantry unit in Afghanistan). The MOD does not bar women from being on the front line (depending on how one defines 'front line') unlike their US counterparts.

A Woman's View

In 2012 Captain Katie Petronio USMC (2012) wrote a piece regarding women in combat roles, an extract is highlighted below:

“In the end, my main concern is not whether women are capable of conducting combat operations, as we have already proven that we can hold our own in some very difficult combat situations; instead, my main concern is a question of longevity. Can women endure the physical and physiological rigors of sustained combat operations, and are we willing to accept the attrition and medical issues that go along with integration?”

Captain Petronio’s article is a well written and insightful piece, with compelling arguments which make her case.

Another article ‘*Putting Women in Infantry Combat and Special Operations Roles Flouts Common Sense*’, this time by a non-military woman who goes by the nom de guerre “1389” from 1389blog.com (2013) suggests:

“In any case, even if there hypothetically were enough women who have the strength and endurance to serve in infantry or special ops roles, putting armed women and men together in close quarters in harm’s way under intense stress with no privacy and limited (or no) availability of personal hygiene is such a stupid idea that nobody should even consider it any further. It’s a recipe for explosive interpersonal conflicts, unintended pregnancies, and the rapid spread of diseases.”

Brigadier Nicky Moffat, the British Army’s highest ranked officer, when giving her only interview refused to talk about the exclusion policy, but stated that women should be treated the same as men (Hopkins 2012).

Elite and Special Forces

All Arms Commando Course (AACC)

All serving officers and soldiers (men and women) who wish to join a commando unit must attend AACC. The course lasts 9 weeks and is delivered by the Royal Marines, located at the Commando Training Centre Royal Marines in Lymington, South West England.

The AACC is different to the 42-week course that Royal Marine commandos must pass. The 42-week course takes civilians and converts them into Royal Marine Commandos. In contrast, the 9-week course takes fully trained army soldiers and provides them with the skills to become army commandos.

In 2002, Captain Philippa Tattersall, of the Adjutant General Corps, became the first woman to complete the AACC. Passing the course only qualifies Captain Tattersall, just like men, for the army units that support 3 Commando Brigade, all of which are already open to women who pass the course. The second woman to pass the course was Lara Herbert, a Royal Navy doctor.

All Arms Pre-Parachute Selection (AAPPS)

All serving officers and soldiers (men and women) who wish to join an airborne unit must attend AAPPS. The course lasts three and a half weeks and is delivered by Pegasus Company (aka P Company), located at the Infantry Training Centre in Catterick, North Yorkshire. However, women have yet to attend and therefore complete the course.

Directorate of Special Forces

Due to the exclusion policy of the MOD, women cannot join the Special Forces.

The article has so far focused on the exclusion policy of the MOD regarding women and ground close combat roles. The article will now move to a more general gender theme by looking at women statistically compared to their male counterparts in the general working population and then the various branches of the UK regular forces.

Gender in Statistical Terms

Before considering the UK regular forces in statistical terms the article will first provide context regarding the general population and how women 'stack up' against men in the wider working age population. The following statistical data is taken from the Office for National Statistics (ONS) April 2013 Labour Market Statistical Bulletin (ONS, 2013).

Working Age Population

There were 29.70 million people in employment aged 16 and over, down 2,000 from September to November 2012 but up 488,000 from a year earlier.

Employment

The overall employment rate for those aged from 16 to 64 from December 2012 to February 2013 was 71.4% virtually unchanged from September to November 2012, although an increase of 0.9% from a year earlier.

The employment rate for men aged from 16 to 64 was 76.3% for December 2012 to February 2013, down 0.3% from September to November 2012.

The corresponding employment rate for women was 66.6%, up 0.3% from September to November 2012.

Unemployment & Economic Inactivity

The unemployment rate was 7.9% of the economically active population, up 0.2% from September to November 2012 but down 0.3 from a year earlier. There were 2.56 million unemployed people, up 70,000 from September to November 2012 but down 71,000 from a year earlier.

A key factor in the increase in unemployment is that the number of people actively engaging with the labour market is increasing. Between September to November 2012 and December 2012 to February 2013, the number of people aged from 16 to 64 who were not in the labour force (known as economically inactive) fell by 57,000 to reach 8.95 million.

A large part of this decrease was for women who were economically inactive because they were looking after the family or home. The number of women in this category fell by 45,000 between September to November 2012 and December 2012 to February 2013 to reach 2.06 million, the lowest figure since comparable records began in 1993.

Private Sector, Public Sector and MOD Employment

The number of people employed in the private sector in December 2012 was 24.01 million (80.8%), up 151,000 from September 2012. The number of people employed in the public sector was 5.72 million (19.2%) in December 2012, down 20,000 from September 2012 (ONS, 2012a).

In Q4 2012, the MOD (ONS, 2012a) had 57,120 permanent employees of whom 38,180 were men (1,230 part-time) and 18,950 were women (4,120 part-time). There were a total of 220 temporary employees and casual workers, of whom 150 were men and 70 were women (all full-time).

Senior Level Positions

Table 2 highlights the number of men and women classified as managers, directors or senior officials in the wider working age population for Apr-Jun 2012 (ONS, 2012b).

Table 2: Managers, directors and senior officials by gender (thousands)

	Total in Employment	Employees			Self-employed		
		Full-time	Part-time	Total	Full-time	Part-time	Total
All	2,982	2,073	221	2,294	533	129	662
Men	2,005	1,445	82	1,527	405	58	463
Women	976	627	140	767	128	71	200

Source: ONS, 2012b

Currently, women only make up 16% of board positions (executive and non-executive) in the FTSE 100 (the top 100 companies in the UK). Only 20% of boards have female executive directors, and Burberry and Imperial Tobacco are the sole two FTSE 100 UK companies to be run by women (Le Conte, 2013).

There were 21 FTSE 100 companies solely directed by men at the beginning of the Coalition government two and a half years ago. Seven companies have no women as either executive or non-executive directors (Le Conte, 2013).

The article will now move to describe the rank structure for the UK regular forces before moving on to highlight the military landscape by gender and rank.

NATO Rank Codes and UK Service Designations

The NATO rank code system allows comparisons to be established between the various countries military systems and across the services. Table 3 provides the reader with the NATO rank codes and their UK service equivalents.

Rank Code	Army	RAF	Royal Navy	Royal Marines
OF-10	Field Marshal	Marshal of the RAF	Admiral of the Fleet	-
OF-9	General	Air Chief Marshal	Admiral	General
OF-8	Lieutenant General	Air Marshal	Vice Admiral	Lieutenant General
OF-7	Major General	Air Vice-Marshal	Rear Admiral	Major General
OF-6	Brigadier	Air Commodore	Commodore	Brigadier
OF-5	Colonel	Group Captain	Captain	Colonel
OF-4	Lieutenant Colonel	Wing Commander	Commander	Lieutenant Colonel
OF-3	Major	Squadron Leader	Lieutenant Commander	Major
OF-2	Captain	Flight Lieutenant	Lieutenant	Captain
OF-1	Lieutenant/2 nd Lieutenant	Flying Officer/Pilot Officer	Sub-Lieutenant	Lieutenant/2 nd Lieutenant
OF(D)	Officer Designate	Officer Designate	Midshipman	-
OR-9	Warrant Officer Class 1	Warrant Officer	Warrant Officer Class 1	Warrant Officer Class 1
OR-8	Warrant Officer Class 2	-	Warrant Officer Class 2	Warrant Officer Class 2
OR-7	Staff Sergeant	Flight Sergeant/Chief Technician	Chief Petty Officer	Colour Sergeant
OR-6	Sergeant	Sergeant	Petty Officer	Sergeant
OR-4	Corporal	Corporal	Leading Rate	Corporal
OR-3	Lance Corporal	-	-	Lance Corporal
OR-2	Private (Classes 1 to 3)	Junior Technician/ Leading/Senior Aircraftman	Able Rate	Marine
OR-1	Private (Class4)/Junior	Aircraftman	-	-

Together are the Naval Service

Source: DASA, 2010a

For the OR-1 and OR-2 ranks, the Army classes refer to soldiers at different stages of training rather than different ranks.

Gender by Rank and Service

Table 4 highlights the UK regular forces rank structure by gender and service.

Table 4: UK regular forces rank structure by gender and service, 01 April 2010

	All Personnel				Women				Women as % of Total			
	Total	RN	Army	RAF	Total	RN	Army	RAF	Total	RN	Army	RAF
Total	191,660	38,730	108,870	44,050	18,320	3,710	8,570	6,040	9.6	9.6	7.9	13.7
Officers	31,930	7,460	14,640	9,820	3,890	720	1,660	1,510	12.2	9.7	11.3	15.4
OF-10	*	*	*	*	*	*	*	*	*	*	*	*
OF-6 to OF-9	500	120	240	130	5	-	1	4	1.0	-	0.4	3.1
OF-5	1,220	290	600	340	41	3	21	17	3.4	1.0	3.5	5.1
OF-4	4,130	1,140	1,770	1,210	220	30	100	87	5.3	2.6	5.8	7.2
OF-3	9,530	2,260	4,700	2,570	1,060	190	500	370	11.1	8.5	10.7	14.3
OF-2	11,910	2,890	4,940	4,080	1,840	400	700	740	15.5	13.8	14.2	18.2
OF-1/OF(D)	4,640	750	2,390	1,500	720	100	330	290	15.6	13.5	13.8	19.5
Other Ranks	159,730	31,270	94,230	34,230	14,430	2,990	6,910	4,540	9.0	9.6	7.3	13.2
OR-9	3,660	770	1,700	1,200	150	29	92	33	4.2	3.8	5.4	2.8
OR-8	5,580	790	4,790	*	240	2	240	*	4.3	0.3	5.0	*
OR-7	13,170	3,940	6,030	3,200	720	180	390	150	5.5	4.5	6.5	4.8
OR-6	21,070	4,600	10,170	6,310	1,950	350	880	720	9.2	7.6	8.6	11.4
OR-4	30,110	6,220	15,450	8,440	3,540	700	1,480	1,360	11.8	11.3	9.6	16.1
OR-3	16,520	570	15,950	*	1,320	-	1,320	*	8.0	-	8.3	*
OR-1/OR-2	69,600	14,380	40,140	15,080	6,500	1,730	2,510	2,270	9.3	12.0	6.2	15.0

Source: DASA, 2010b

The Royal Air Force has no personnel at NATO Ranks OR-3 or OR-8.

- Denotes zero or rounded to zero

* Denotes not applicable

The number of women serving in the UK Regular Forces was 18,320 (9.6% of UK Regular Forces) at 01 April 2010. Women accounted for 12.2% of UK Regular Forces Officers and 9.0% of UK Regular Forces Other ranks.

Overall, the RAF offers the most opportunities to women, with 96% of all jobs open to them. In the Royal Navy, 71% of jobs are open to both genders and in the Army it is 67%.

For year ending 31 March 2011, 38.7% of the MODs workforce was female, with 19.6% holding senior civil service posts (MOD, 2012a).

Although direct comparisons can be problematic, typically the officer ranks OF-6 to OF-9 are considered executive level positions comparable to board level and very senior manager roles in private companies.

Table 4 highlights the disparity in the distribution of men and women in senior management positions (5 out of 500 or 1.0%), and illustrates that this is a lower representation than industry where one in seven directors (16.0%) is female. It is generally considered that the FTSE 100 companies need to 'up their game' regarding gender equality.

Vince Cable, the business secretary, has stated that it is "not about equality, [but] good governance and good business", and that "diverse boards [benefit] from fresh perspectives, opinions and new ideas which ultimately serve the company's long term interests" (Le Conte, 2013).

One potential factor for the low numbers of women at senior levels could be the time lag from women being accepted into a particular job stream and then advancing through the ranks. For example, the first female warship captain in the Navy's 500 history - Commander Sarah West who joined the Royal Navy in 1995 - took charge of HMS Portland (a type-23 Frigate) in May 2012, with three more women to follow by December 2012 (Hughes, 2012).

However, in career terms, CA roles are highly rated in the British Army's value system and is, considered, crucial for career advancement to the highest levels (Field and Nagl, 2001; Dunn, 2007). Table 5 (below) highlights the entry commissions (i.e. which arm of the British Army the officer first served) of the current senior army commanders.

Also, the military combat paradigm has moved away from the linear battlefield whereby the Infantry, supported by the Royal Armoured Corps, would directly engage the enemy with the Combat Service Support roles in the rear.

Smith (2005, p.3) suggests that combat is now "war amongst people" whereby the battlefield is seen in what has been termed as 360 degree warfare; the conflicts in Iraq and Afghanistan are examples. As such, traditional combat roles may be seen as largely irrelevant in the assumption that only these roles require getting in close and killing the enemy.

In 2011, Chantelle Taylor, an Army medic, published her book which recounts the incident which gave rise to her 'fame' as the first woman to engage and kill a Taliban fighter (Taylor, 2011). The Royal Army Medical Corps is a combat service support corps.

Table 5: Entry commission of the current senior army commanders (General, Lieutenant General and Major General), at 28 April 2013

Rank	Name	Position	Commission
General	David Richards	Chief of the Defence Staff (CDS)	Royal Artillery
General	Nick Houghton	Vice-Chief of the Defence Staff (VCDS)	Green Howard (Infantry)
General	Richard Barrons	Commander, Joint Forces Command (C JFC)	Royal Artillery
General	Peter Wall	Chief of the General Staff (CGS)	Royal Engineers
General	Richard Sherriff	Deputy Supreme Allied Commander, Europe	14 th /20 th Kings Hussars (Royal Armoured Corps)
Lieutenant General	James Everard	Deputy Chief of the Defence Staff (Operations)	17 th /21 st Lancers (Royal Armoured Corps)
Lieutenant General	Andrew Gregory	Deputy Chief of the Defence Staff (Personnel & Training)	Royal Artillery
Lieutenant General	James Bucknall	Commander, Allied Rapid Reaction Corps	Coldstream Guards (Infantry)
Lieutenant General	John Lorimer	Deputy Commander, Combined Force Command, Afghanistan	Parachute Regiment (Infantry)
Lieutenant General	Gerald Berragan	Adjutant General to the Forces (AG)	Royal Artillery
Lieutenant General	Christopher Deverell	Quartermaster General to the Forces and Chief of Materiel (Land)	2nd Royal Tank Regiment (Royal Armoured Corps)
Lieutenant General	Jonathan Page	Commander Force Development and Training (FDT)	Parachute Regiment (Infantry)
Lieutenant General	Adrian Bradshaw	Commander Land Forces (CLF), Deputy Chief of the General Staff	14th/20th Kings Hussars (Royal Armoured Corps)
Lieutenant General	Nicholas Carter	Deputy Commander Land Forces (DCLF)	Royal Green Jackets (Infantry)
Lieutenant General	David Capewell	PJHQ (Permanent Joint Headquarters), CJO (Chief of Joint Operations)	Royal Marines
Lieutenant General	Mark Mans	? was Adjutant General	Royal Engineers
Major General	Mark Poffley	Assistant Chief of the Defence Staff (Resources & Plans)	Royal Army Ordnance Corps
Major General	Patrick Sanders	Assistant Chief of the Defence Staff (Operations)	?
Major General	Philip Jones	Chief of Staff, Joint Forces Command	Royal Anglian Regiment (Infantry)
Major General	Tyrone Urch	Assistant Chief of the General Staff (ACGS)	Royal Artillery
Major General	David Cullen	Assistant Chief of the General Staff	Royal Artillery
Major General	Julian Free	Chief of Staff, Allied Rapid Reaction Corps	Royal Artillery
Major General	Thomas Beckett	Chief of Staff, Combined Force Command, Afghanistan	?

Major General	James Gordon	Senior British Loan Services Officer, Oman	Royal Artillery
Major General	Nick Pope	Master General of the Ordnance	Royal Corps of Signals
Major General	Shaun Burley	Military Secretary	Royal Engineers
Major General	James Chiswell	General Officer Commanding, 1 st (UK) Armoured Division	Parachute Regiment (Infantry)
Major General	James Cowan	General Officer Commanding, 3 rd (UK) Mechanised Division	Black Watch (Infantry)
Major General	Timothy Radford	General Officer Commanding, Theatre Troops	Light Infantry (Infantry)
Major General	Peter Pearson	Lieutenant of the Tower of London	10 th Princess Mary's Own Gurkha Rifles (Infantry)
Major General	Colin Boag	General Officer Commanding, Support Command	Royal Engineers
Major General	John Henderson	General Officer Commanding, British Forces Germany	REME
Major General	George Norton	General Officer Commanding, London District and Major General Commanding the Household Division	Grenadier Guards (Infantry)
Major General	Nick Eeles	General Officer Commanding, Army Headquarters Scotland and Governor of Edinburgh Castle	Royal Artillery
Major General	Ranald Munro	Deputy Commander, Land Forces (Reserves)	Parachute regiment (Infantry)
Major General	?	Army Medical Services: Director Strategic Change	Royal Army Medical Corps
Major General	Ian Copeland	?	Royal Logistics Corps
Major General	Timothy Inshaw	?	?
Major General	Francis Howes	Chairman, British Joint Services Staff Mission, USA	Royal Marines
Major General	James Bashall	PJHQ: CJO: Deputy Chief, Joint Operations (Operations)	Parachute Regiment (Infantry)
Major General	Timothy Evans	Commandant, Royal Military Academy Sandhurst	Light Infantry (Infantry)
Major General	Nicholas Caplin	Senior Directing Staff (Chief Army Instructor), Royal College of Defence Studies	Army Air Corps
Major General	Mike Riddell-Webster	Director, College of Management & Technology	Black Watch (Infantry)
Major General	Richard Davis	Director of Military Training	Royal Engineers
Major General	Patrick Marriott	?	The Queen's Royal Lancers (Royal Armoured Corps)
Major General	Bruce Brealey	Director-General, Training Support (Capability)	Royal Artillery
Major General	Richard Nugee	Director-General, Army Personnel	Royal Artillery
Major General	Jeremy Thomas	?	Royal Marines
Major General	Clive Chapman	?	Parachute Regiment (Infantry)

Major General	Nicholas Caplin	?	Army Air Corps
Major General	David Shaw	?	Royal Artillery
Major General	Richard Cripwell	Commander, British Forces, Cyprus	Royal Engineers

Table 5 demonstrates the primacy of CA roles over CS and CSS roles in terms of the career value system. 24 (46.1%) of the 52 roles identified in Table 5 are former CA officers. 20 (38.5%) and 8 (15.4%) are former CS and CSS officers respectively. This CA primacy makes it almost impossible even for men from CSS roles to advance to the most senior positions (i.e. Lieutenant General and General), notwithstanding the MODs exclusion policy on women entering CA roles! The ranks Brigadier and Colonel broadly follow the same linear pattern as the General ranks, only one female has attained the rank of Brigadier and 21 have attained the rank of Colonel.

Tables 6 to 9 highlight the strength of UK regular forces by gender for all the services combined and individually.

Table 6: Strength of UK regular forces by gender at 01 April each year, all services

	2000	2006	2007	2008	2009	2010	2011	2012
All services	207,610	195,850	190,670	186,910	188,600	191,710	186,360	179,800
Of which women	16,550	17,870	17,670	17,610	17,850	18,320	17,850	17,370
% Women	8.0%	9.1%	9.3%	9.4%	9.5%	9.6%	9.6%	9.7%
Officers	32,520	32,700	32,170	31,730	31,700	31,930	31,830	30,700
Of which women	2,890	3,680	3,740	3,760	3,830	3,890	3,900	3,820
% women	8.9%	11.3%	11.6%	11.9%	12.1%	12.2%	12.3%	12.4%
Other ranks	175,100	163,150	158,500	155,190	156,910	159,780	154,530	149,100
Of which women	13,660	14,190	13,930	13,840	14,020	14,430	13,950	13,560
% women	7.8%	8.7%	8.8%	8.9%	8.9%	9.0%	9.0%	9.1%

Source: DASA, 2012

Table 7: Strength of UK regular forces by gender at 01 April each year, Naval Service

	2000	2006	2007	2008	2009	2010	2011	2012
All services	42,850	39,390	38,850	38,560	38,340	38,730	37,660	35,540
Of which women	3,400	3,670	3,650	3,680	3,660	3,710	3,530	3,280
% Women	7.9%	9.3%	9.4%	9.5%	9.6%	9.6%	9.4%	9.2%
Officers	7,660	7,660	7,580	7,480	7,410	7,460	7,410	7,190
Of which women	520	680	680	700	720	720	720	700
% women	6.7%	8.8%	9.0%	9.4%	9.7%	9.7%	9.7%	9.7%
Other ranks	35,190	31,730	31,270	31,080	30,930	31,270	30,240	28,350
Of which women	2,890	3,000	2,970	2,980	2,950	2,990	2,810	2,580
% women	8.2%	9.4%	9.5%	9.6%	9.5%	9.6%	9.3%	9.1%

Source: DASA, 2012

Table 8: Strength of UK regular forces by gender at 01 April each year, Army

	2000	2006	2007	2008	2009	2010	2011	2012
All services	110,050	107,730	106,340	104,980	106,700	108,920	106,240	104,250
Of which women	7,800	8,180	8,190	8,220	8,320	8,570	8,480	8,570
% Women	7.1%	7.6%	7.7%	7.8%	7.8%	7.9%	8.0%	8.2%
Officers	13,870	14,730	14,640	14,550	14,510	14,640	14,760	14,480
Of which women	1,280	1,590	1,630	1,640	1,620	1,660	1,670	1,680
% women	9.2%	10.8%	11.1%	11.3%	11.2%	11.3%	11.3%	11.6%
Other ranks	96,180	93,000	91,700	90,440	92,190	94,280	91,480	89,780
Of which women	6,520	6,590	6,560	6,580	6,700	6,910	6,810	6,890
% women	6.8%	7.1%	7.2%	7.3%	7.3%	7.3%	7.4%	7.7%

Source: DASA, 2012

Table 9: Strength of UK regular forces by gender at 01 April each year, Royal Air Force

	2000	2006	2007	2008	2009	2010	2011	2012
All services	54,720	48,730	45,480	43,370	43,560	44,050	42,460	40,000
Of which women	5,350	6,020	5,840	5,700	5,870	6,040	5,840	5,520
% Women	9.8%	12.3%	12.8%	13.2%	13.5%	13.7%	13.8%	13.8%
Officers	10,990	10,310	9,960	9,700	9,780	9,820	9,660	9,030
Of which women	1,100	1,410	1,430	1,430	1,490	1,510	1,510	1,440
% women	10.0%	13.7%	14.4%	14.7%	15.2%	15.4%	15.7%	15.9%
Other ranks	43,730	38,420	35,520	33,680	33,780	34,230	32,810	30,970
Of which women	4,250	4,600	4,400	4,280	4,380	4,530	4,330	4,090
% women	9.7%	12.0%	12.4%	12.7%	13.0%	13.2%	13.2%	13.2%

Source: DASA, 2012

At 01 April 2012 women accounted for 12.4% of officers and 9.1% of other ranks. Between 2000 and 2012 the percentage of women in the UK regular forces increased from 8.0% to 9.7% (or an extra 820 women in posts). However, this percentage is skewed by the elimination (MOD terminology) of approximately 27,000 posts (formerly filled by men). Depending on one's viewpoint, it could be argued that female personnel have done relatively well out of the various reorganisations witnessed by the British armed forces over the last two decades.

At 01 April 2012, 9.2% of Naval Service personnel, 8.2% of Army personnel and 13.8% of RAF personnel were women. The long term trend in all three Services is for gradual increases in the proportion of personnel who are women. However, the Naval Service has shown signs of a change in this trend, with the proportion of women officers remaining constant and the proportion of women other ranks having declined over the last three years.

Objective Criteria and Standards

The only exceptions to employment or training should be where the physical demands cannot be met according to criteria and standards that are determined on the basis of scientific analysis rather than assumptions about gender.

All recruitment should be subject to criteria and standards that focus on physical capability, independent of gender, age and rank.

Context: the Police's Minimum Height Requirements

In the 19th and early 20th centuries most police forces required that recruits be at least 5 feet 10 inches (178 cm) in height. By 1960 many forces had reduced this to 5 feet 8 inches (173 cm), and 5 feet 4 inches (163 cm) for women. Sir Henry Willink (Chairman of the Royal Commission on the Police 1960-1962) noted that many senior police officers deplored this, believing that height was a vital requirement for a uniformed constable (Royal Commission on the Police, 1962).

However, some police forces continued to retain the height standard at 5 feet 10 inches (178 cm) or 5 feet 9 inches (175 cm) until the early 1990s, when the height standard was gradually removed.

The height removal was due to the MacPherson report (1999), as the height restriction was seen to possibly discriminate against those of ethnic backgrounds who may be genetically predisposed to be shorter (recruitment and retention, recommendations 64-66). No British force now requires its recruits to be of any minimum height.

Has removing the height restrictions impacted on recorded crime? Take a look at Figure 1 below and form your own opinion.

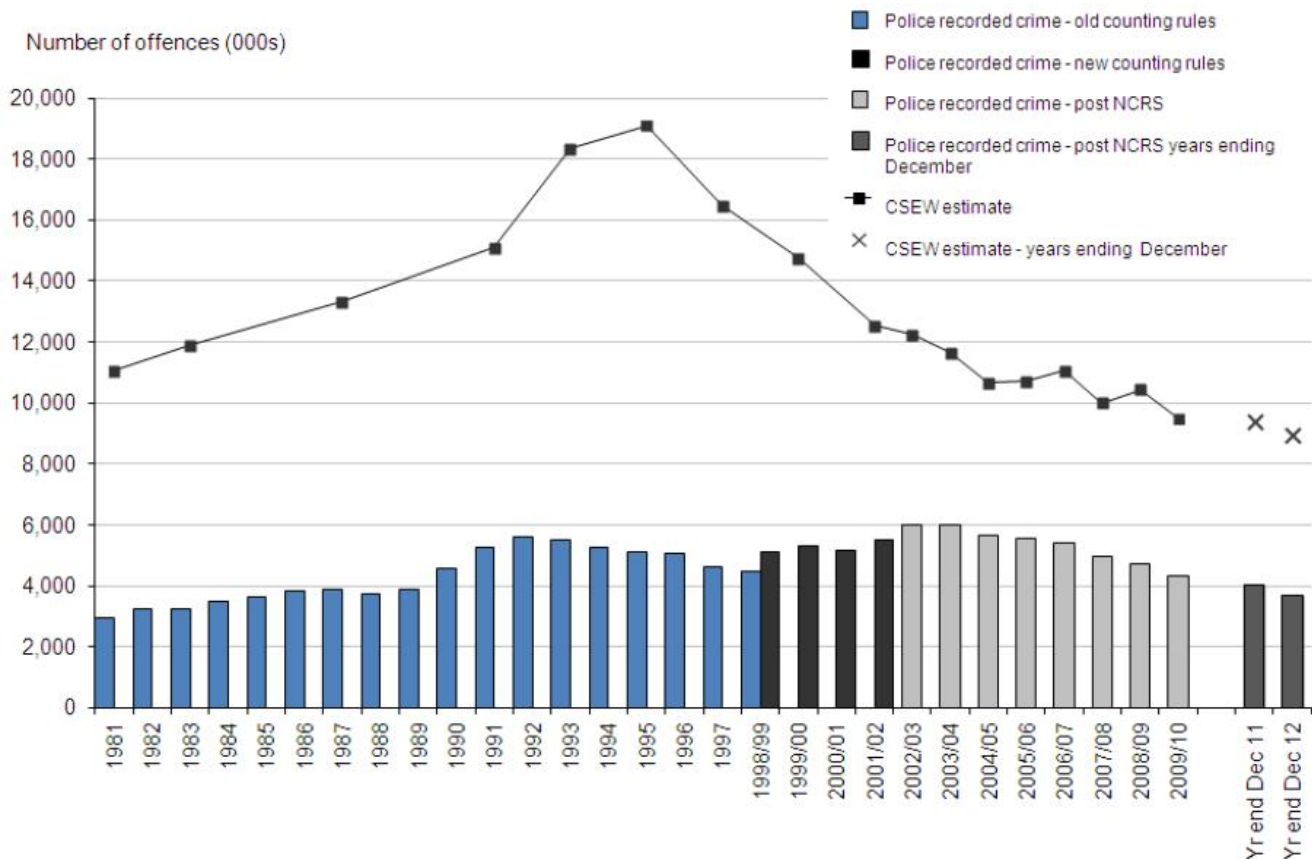


Figure 1: Trends in police recorded crime and CSEW (crime survey of England and Wales), 1981 to year ending December 2012
 Source: ONS, 2012b

Equality and Diversity Training

Joint Equality and Diversity Training Centre (JEDTC)

Equality and Diversity, sitting within a management of diversity model, is a high priority issue for the MOD policy which supports military doctrine. Positioned within the Leadership and Management Division at the Defence Academy of the UK, JEDTC is the centre of excellence for equality and diversity (E&D) training across the MOD and provides specialist training and advice.

The purpose of the JEDTC is to increase understanding of E&D enabling the eradication of inappropriate behaviour and strengthening that behaviour which is in accordance with the core values and standards of the armed forces, strengthening operational effectiveness and helping to create and maintain high performance teams. The JEDTC is responsible for the delivery of four courses.

- 1. Senior Military Officers' and Senior Civil Servants Equality and Diversity Course:** training is mandatory for all military officers of OF-6 rank/grade and above and for all civil servants in Band B and above. In addition, tri Service policy requires certain personnel at Captain RN, Colonels RM/Army, Group Captain RAF and their Civil Servant equivalents grade occupying command appointments to attend the course to raise awareness of E&D issues which will enable all senior officers to discharge their leadership role in promoting equal opportunities and diversity in the armed forces and MOD civil service.
- 2. Equality and Diversity Adviser (EDA) Course:** this is a five day training package that qualifies officers and warrant officers in the armed forces and those Civil Service

equivalent grades employed and responsible for military personnel, to perform duties as an EDA at Unit, Establishment and Formation Headquarters levels.

3. **Equality and Diversity Adviser Refresher Course:** this is a three day training package that re-qualifies officers and warrant officers in the armed forces and those civil service equivalent grades employed and responsible for military personnel, to continue to perform duties as an EDA and conduct E&D training at Unit, Establishment and Formation Headquarters levels.
4. **Assistant Equality and Diversity Adviser Course:** this is a three day training package for Junior Non-Commissioned Officers (JNCOs) in the armed forces to perform duties as the Assistant EDA. This allows JNCOs to act as a point of contact for junior personnel within their area of responsibility, promote an inclusive working environment and to nip in the bud potential situations that may lead to harassment or bullying.

Gender Equality: Awards and Slapped Wrists

In the 2012 The British Army and the Royal Navy were among the top 10 public sector organisations for female employment, while the Royal Air Force was one of the top 10 most ethnically diverse public employers (Opportunity Now, 2012).

Although the RAF, in comparison to the other services, is doing rather well with regards to women senior managers, having 21 out of 470 at the Colonel (OF-5) or above rank, there is still a lot of work to be done. However, that has not stopped the Times newspaper awarding (for the third year in a row) the RAF 'exemplary status' as a top 50 employer of women (Marshall, 2013) which identifies "...the RAF's commitment to providing gender equality and a strong career pathway for women in its workforce." The RAF has a diversity champion (a male), considers itself an employer of choice for women and is also placed in the stonewall workplace equality index top 100 (Marshall, 2013).

The Royal Navy, in comparison to the other services, is the worst performer regarding women senior managers with just 3 out of 410 at the Commodore (OF-5) and non at the OF-6 to OF-9 ranks. The Royal navy was also recently involved in a high profile case.

In 2010, Chief Petty Officer (CPO) Jacqueline Cartner won her discrimination case against her employer, the Royal Navy (The Independent, 2010). She was discriminated against by her employer when she was passed over for promotion to warrant officer in 2008. She was the only female considered for promotion and claimed she was a better candidate because she had carried out the role in an acting capacity since February 2006, while none of her competitors had performed at that level.

CPO Cartner, who was made a MBE for her services in 2001 and was selected as the NATO Military Member of the Year in 2000, also said she was seen as less worthy of promotion on the grounds of her non-seagoing status (BBC, 2010).

The employment tribunal ruled the Navy's promotion procedure was "primitive" and a "matter of concern" (The Independent, 2010). Jacqueline pursued an internal grievance about the matter but, when this was inadequately investigated and then rejected felt she had no option but to pursue legal action. However, after three substantive hearings (an Employment Tribunal, Employment Appeals Tribunal and Court of Appeal), nothing had reached finality - in 2011 the court of appeal rejected CPO Cartner's appeal (no further updates have been promulgated).

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