

The 1325 Scorecard

United Kingdom

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
I. National Importance/ Political Will					
	<p>There is strong political support at the highest levels to integrate gender perspectives in the nation’s foreign and defense policies.</p> <p>The principles of UNSCR 1325 (2000) and its related resolutions [1820 (2008); 1888 (2009); 1889(2009); 1960 (2010); 2106 (2013) and 2022 (2013)]—also known as the Women, Peace and Security (WPS) agenda —are fully integrated and mainstreamed in foreign and national security policies.</p> <p>Foreign and defense officials recognize the importance of:</p> <ul style="list-style-type: none"> • Participation of women at all levels of decision-making; • Protection of women and girls from sexual and gender-based violence; • Prevention of violence against women through the promotion of women’s rights; • Mainstreaming of gender perspectives in foreign and defense policies. <p>The Department/Ministry of Defense (D/MoD) is a principle and integral player in the implementation of the UNSCR 1325/WPS National Action Plan (NAP).</p>	I.1 - Are the principles of WPS/UNSCR 1325 mentioned in the major foreign policy or national security documents?	YES ¹		
		I.2 - Does the nation have a National Action Plan (NAP) in support of WPS/UNSCR 1325?	YES ²		
		I.3 - Does the NAP mention the Department/ Ministry of Defense (D/MoD) as a principle actor?	YES ³		
		I.4 - Does the D/MoD have its own action/implementation plan in order to meet its NAP objectives?	YES ⁴		
	Specific resources and positions for the implementation of the NAP have been allocated for the D/MoD.	I.5 – Has a budget been allocated for NAP implementation?	Yes ⁵		
		I.6 – Has a budget been allocated for the D/MoD NAP implementation?		No ⁶	
II. Institutional Policy and Practice					
II.A. Strategy, Plans and Policy	Gender perspectives have been integrated in the major directives and guidance documents related to doctrine, planning, policy, and operations. A gender perspective is introduced in all phases of military operations and missions, and adapted to specific operational contexts.	II.A.1 - Are the principles of WPS/UNSCR 1325 referred to in key documents related to military strategy, plans, and policy?	YES ⁷		
		II.A.2 - Are the principles of WPS/UNSCR 1325 integrated into exercises, operations, and other military activities?	YES ⁸		

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	Moreover relevant documents highlight the importance of recognizing that women, girls and boys are more vulnerable to sexual and gender-based violence and sexual exploitation and abuse during conflict. Attention is given to provide protection and uphold the freedom of movement of women and girls.	II.A.3 - Is the responsibility for the protection of vulnerable persons (women, girls, and boys) from sexual violence included in military strategic documents, field manuals and other similar publications?	YES ⁹		
	Gender Advisors (GENAD) have been identified, assigned and trained to ensure that a gender perspective is an integrated part of exercises, operations and other military activities. GENADs are deployed as part of the Commander staff at both a strategic and operational level.	II.A.4 - Has a full time gender advisor (GENAD) been appointed in accordance with NATO Bi-SC Directive 40-1?	YES ¹⁰		
		II.A.5 - Is the GENAD assigned as a member of the commander's staff?		NO ¹¹	
		II.A.6 - Has the GENAD received training?		NO ¹²	
	Gender Focal Points (GFP) have been identified and assigned to work at the operational and tactical levels to ensure that a gender perspective is fully integrated into the daily activities of the operation.	II.A.7 - Are there Gender Focal Points (GFP) assigned throughout the organization?	YES ¹³		
II.B. Training, education and exercises	WPS principles and gender perspectives are fully integrated into the curricula of training and educational activities. Education and trainings include: gender and cultural/social awareness; overview of UNSCR 1325; how UNSCR 1325 relates to operational effectiveness; and sexual violence, including sexual exploitation and abuse. (NATO Bi-SC Directive 40-1, paragraph d, page 9).	II.B.1 - Are the principles of WPS/UNSCR 1325 integrated into the education and training for military personnel at the junior-level (NATO military ranks OF 1-2; OR 2-4)?	YES ¹⁵		
		II.B.2 - Are the principles of WPS/UNSCR 1325 integrated into the education and training for military personnel at the mid-level (NATO military ranks OF 3, OR 5-7)?	YES		
		II.B.3 - Are the principles of WPS /UNSCR 1325 integrated into the education and training for military personnel at the senior-level (NATO military ranks OF 4+, OR 8+)?	YES ¹⁶		
		II.B.4 - Are the principles of WPS/UNSCR 1325 integrated into any other training of staff?	YES ¹⁷		
		II.B.5 - Do military personnel receive special training on the protection of vulnerable persons from sexual violence in conflict?		NO ¹⁸	
		II.B.6 - Are the principles of WPS /UNSCR 1325 included in pre-deployment training?	YES ¹⁹		
	Prior to new operations and missions, appropriate training in the principles of WPS/UNSCR 1325 and how to apply a gender perspective have been conducted as	II.B.7 - As a minimum, does pre-deployment training include the following areas in accordance with NATO Bi-SCD 40-1:	Note ²⁰		

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	prerequisites to successful mission accomplishment. Pre-deployment training includes, at a minimum, each of the elements mentioned in NATO Bi-SCD 40-1.	- the importance of protection, rights and needs of women, men, girls, and boys?		NO	
		- information on how to engage with and increase the participation of local women and how to exchange information with women?		NO	
		- cultural awareness training based on an analysis of gender relation in the area of operations (AO)?		NO	
		- how integrating a gender perspective can serve as a force enabler and increase operational effectiveness of the mission?		NO	
		- an understanding of measures with respect to international law regarding the rights and protection of women and girls, especially civilians during armed conflict?		NO	
		- specific gender training focused on the AO?		NO	
II.C. Gender in the Ranks	Women's equal participation and integration is actively sought and promoted in the national armed forces. Women serve at all ranks and in all disciplines. Women are also deployed in all ranks and disciplines. Countries with a low percentage of women serving have established targets.	II.C.1 - How many women (%) serve on active duty in the military?	10% ²¹		
		II.C.2 - How many women (%) are deployed in military operations abroad?	NO DATA% ²²		
		II.C.3 - Are all positions in the armed forces open to women?		NO ²³	
		II.C.4 - Do women serve as flag officers (NATO OF 6 or above)?	YES ²⁴		
		II.C.5 - Are there target numbers (%) to increase the number of women in the military?		NO ²⁵	
II.D. Work Environment	The work environment is conducive to the recruitment of women. Special policies such as maternity and paternity leave and other related family policies have been put into place to improve the quality of life for military personnel and enhance recruitment. In addition, there are programs that create a positive climate and environment of trust and respect for all. There is a policy of zero tolerance with regard to sexual harassment, and exploitation and abuse (SEA) either within the services, within missions or against civilians in host nations. Both internal and external sexual exploitation and abuse is addressed.	II.D.1 - Are there human resource policies such as maternity/paternity leave, childcare or family leave policies?	YES ²⁶		
		II.D.2 - Is there a sexual harassment and sexual exploitation and abuse (SEA) program for protection of military personnel "within" the nation?	YES ²⁷		
		II.D.3 - Is there a sexual harassment and sexual exploitation and abuse (SEA) prevention program to address SEA of military personnel of another nation or civilians of the host nation (e.g. one military person from a nation sexually assaulting a military person from another nation, or a civilian from the host nation)?	YES ²⁸		
		II.D.4 - Is there gender-specific individual equipment?	YES ²⁹		

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III. Monitoring, Reporting and Evaluation

	Effective monitoring and reporting mechanisms are in place for the nation’s implementation efforts of UNSCR 1325 so as to allow the nation to track how well it is doing, identify problem areas and make changes. The process is transparent and actively involves civil society.	III.1 - Are there national monitoring and reporting requirements?	YES ³⁰		
		III.2 - Are there specific reporting requirements for D/MoD?	YES ³¹		
		III.3 - Are sex-disaggregated data and lessons learned collected within the D/MoD context?	YES ³²		
		III.4 - Is there involvement of civil society in the NAP review?	YES ³³		

SCORE TOTAL ____ (Total Possible Points: 171)

¹ The Building Stability Overseas Strategy designates supporting the role of women as a key preventative measure to instability. It directly references the UK’s commitment to UNSCR 1325, particularly in 1325’s goals of the promotion of women in peacebuilding and the prevention of violence against women. Foreign and Commonwealth Office, Department for International Development, and the Ministry of Defence, *Building Stability Overseas Strategy*, accessed on October 19, 2015, https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/67475/Building-stability-overseas-strategy.pdf. However, UNSCR 1325 and its principles are not directly touched upon in either the UK’s National Security Strategy, published in October 2010, or the Strategic Defence and Security Review, published in October 2010. Her Majesty’s Government, *A Strong Britain in an Age of Uncertainty: The National Security Strategy (2010)*, accessed on October 2019, https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/61936/national-security-strategy.pdf; Her Majesty’s Government, *Securing Britain in an Age of Uncertainty: The Strategic Defence and Security Review (2010)*, accessed on October 29, 2015, https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/62482/strategic-defence-security-review.pdf. The Strategic Defence and Security Review do work to make their “Future Force 2020” a more appealing career choice by more effectively providing for the families of service members (spousal employment, children’s education). By making careers in the Armed Forces more appealing, particularly to women, the participation of women in the UK military could increase. *Ibid.*

² The UK is on its third NAP. United Kingdom Foreign and Commonwealth Office, Department for International Development, and the Ministry of Defence, *United Kingdom National Action Plan on Women, Peace, and Security (2014-2017)*, accessed on October 19, 2015, https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/319870/FCO643_NAP_Printing_final3.pdf. The first NAP was established in 2006, with previous editions covering 2010 – 2013, and a revised edition published in February 2012.

³ In regards to the NAP covering the years 2014 – 2017, this NAP “focused on work in conflict affected states. As such, the FCO [Foreign and Commonwealth Office], the DFID [Department for International Development], and the MOD [Ministry of Defense] jointly own the Plan.” *Ibid.*, 8. The NAP divides objectives (participation, protection, and prevention) by particular actions and identifies which departments should take the lead. MoD is identified as a leader of activities in each objective. *See Ibid.*

⁴ There is a NAP Country Level Implementation Plan that delegates particular tasks to MoD among other offices (FCO, DFID, etc.). *Ibid.*

⁵ The final annual review of the previous NAP, done in October 2013, states that 2.6 million pounds were allocated to 4 multi-year projects to benefit women, primarily for capacity building. The government also provided 12 million pounds in 2014 to improving Afghani women’s participation in the electoral process through the ELECT II programme. Annex B of

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this annual review states that “a cross section of Women, Peace, and Security projects are being supported by the Conflict Pool SAP fund. Additionally, the Preventing Violence in Sexual Conflict Initiative provides access to 5 million pounds over three years to support the work of civil society organisations, including women’s organisations and human rights defenders. United Kingdom: Foreign and Commonwealth Office, Department for International Development, and the Ministry of Defence, *UK National Action Plan on Women, Peace, and Security: Final Annual Review* (2013), accessed on October 20, 2015, https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/259411/NAP_Review_2013.pdf.

⁶ According to the reviews of the NAP published in October 2013, specific resources were not reported as being allocated to the Ministry of Defence. *See Ibid.*

⁷ The UK is working on a draft of the Joint Analysis of Conflict and Stability (JACS) guidelines, which appears to be a cross-governmental framework for gender mainstreaming. The government has invited civil society organizations such as Womankind, Conciliation Resources, and Gender Action for Peace and Security (GAPS) to review the draft and provide feedback. *See Womankind, Briefing on gender and JACS for Her Majesty’s Government (HMG)/BOND Conflict Policy Group Workshop (2012)*, accessed on October 20, 2015, <http://www.womankind.org.uk/wp-content/uploads/2012/03/Womankind-briefing-on-gender-for-JACS-workshop-March-2012.pdf>; Conciliation Resources, *Reflections on the UK Government’s draft ‘Joint Analysis of Conflict and Stability’ tool (2012)*, accessed on October 20, 2015, www.c-r.org/downloads/Peer_review_JACS_ConciliationResources.pdf; Gender Action for Peace and Security, *Joint Analysis of Conflict and Stability Guidance Notes (2012)*, accessed on October 20, 2015, <http://www.womankind.org.uk/wp-content/uploads/2012/03/GAPS-response-on-JACS.pdf>. For background and examples of military consideration of women’s needs and women’s spaces when providing essential services in conflict zones, *see Ministry of Defence, Joint Doctrine Publication 0-1: UK Defence Doctrine (2014)*, accessed on October 20, 2015, https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/389755/20141208-JDP_0_01_Ed_5_UK_Defence_Doctrine.pdf; Ministry of Defence, *Joint Doctrine Publication 03-40: Security and Stabilisation: The Military Contribution (2009)*, accessed on October 20, 2015, https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/49948/jdp3_40a4.pdf. JDP 03-40 refers to the Millennium Development Goals in promoting sexual equality and strengthening women’s voices and also recognizes women as actors in regards to recruitment into adversarial organizations. JDP 03-40. It should be noted that not all relevant doctrine directly address the principles of UNSCR 1325, particularly JDP 3-00, dealing with campaign execution and JDP 3-52, dealing with disaster relief operations.

⁸ The final annual review of the previous NAP done in October 2014 records examples of exercises, operations, and other military activities in support of WPS and UNSCR 135 principles, but it is unclear that such acts include exercise directives or operations orders on a systematic scale. *See Final Annual Review.*

⁹ The United Kingdom’s Stabilisation Unit also has the Sexual Violence in Conflict Initiative spearheaded by William Hague, First Secretary of State, former Secretary of State for Foreign and Commonwealth Affairs. *See Her Majesty’s Government, Sexual violence in conflict*, accessed on October 20, 2015, <https://www.gov.uk/government/policies/sexual-violence-in-conflict>.

¹⁰ The 2014-2017 NAP states that the gender advisor can be civilian or military and is responsible for the overall implementation of a gender perspective into the planning, execution, and evaluation process of operations. *NAP 2014-2017*, Annex C, 33. The first gender advisor, who is of General Officer rank, was deployed to the International Security and Assistance Force (ISAF) in 2013. *Ibid.*, 23. Other GENADS are mentioned, but they seem to be civilian personnel. For example, there were GENADS in a team of experts supporting the protection of victims and witnesses; since December 2012 these experts have been deployed to the Syrian borders, Libya, Mali, Bosnia-Herzegovina, and the DRC and they have conducted country level assessments and provided training and mentoring to national professionals working on the frontline and investigating crimes of sexual violence. Because these GENADS were experts having a wide range of specialist backgrounds related to sexual violence, they were likely civilians. *Final NAP Annual Review (2013)*, 7. Referring to Annex D of the Final Annual Review, GENADS were deployed as part of an exercise to help the British Army Training Unit Kenya (BATUK) understand issues confronting women in the local population. *Final NAP Annual Review, Annex 7*, 67. GENADS are also included in teams of experts deployed to the Syrian borders, Libya, Mali, Bosnia-Herzegovina and the DRC to conduct country level assessments, provide training and mentoring to national professionals working on the frontline, and to document and investigate crimes of sexual violence. *Ibid.*, 7.

¹¹ The Gender Advisor is located at the Foreign and Commonwealth Office Headquarters. *Final NAP Annual Review*, 60.

¹² It is unclear what kind of training they receive and if it is provided by MoD.

¹³ The Final Annual Review of the NAP indicates that each functional team in the Field Offices features a gender focal point who assists the monitors throughout the monitoring cycle. *Ibid.*, 60. These Field Offices appear to be under the purview of the Foreign and Commonwealth Office.

¹⁴ The available unclassified documentation is unclear as to whether the gender focal points receive training. Since they are under the Foreign and Commonwealth Office they are assumed to be civilians, who have access to WSP training through the Stabilisation Unit. *Final NAP Annual Review*, 60.

¹⁵ All service personnel receive annual training on the Law of Armed Conflict and the Geneva Conventions via the Military Annual Training Test 7 and on equality and diversity, particularly regarding discriminatory behavior at work. However, this training does not directly contribute to the integration of a gender perspective. NATO Office of Gender Perspectives, *UK Joint Delegation to NATO National Report*, Annex A, accessible at http://www.nato.int/cps/en/natohq/topics_101371.htm.

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¹⁶ Senior officials in DFID, FCO, and MoD take a one-day WSP module covering the background of UNSCR 1325, definitions, and topics regarding gender and conflict, violence against women, situational analysis, and community engagement. *Ibid.*

¹⁷ The Stabilisation Unit offers two WSP Courses for government staff and for the Civilian Stabilisation group. These courses are not for military personnel. Stabilisation Unit, *Training Portal*, accessed on October 20, 2015, <http://sclr.stabilisationunit.gov.uk/training>. However, the Deployee Guide for working in a military headquarters does not include any mention of gender, women, or sexual violence. The Stabilisation Unit website states that the Deployee Guide is meant to prepare civilian staff working in military headquarters for training exercises or military operations support. Stabilisation Unit, *Deployee Guide: Working in a Military Headquarters (2015)*, accessed on October 22, 2015, <http://sclr.stabilisationunit.gov.uk/publications/deployee-guide-series>. The same is true for the Deployee Guide: Working in United Nations Missions. Stabilisation Unit, *Deployee Guide: Working in United Nations Missions (2014)*, accessed on October 26, 2015, <http://sclr.stabilisationunit.gov.uk/publications/deployee-guide-series>. There are also two relevant cross-governmental courses: 1) a Conflict Foundation course that includes a session on women, peace and security; 2) a Security and Justice course that “includes gender as a cross cutting theme” and a specific session. *UK Joint Delegation to NATO National Report, Annex A.*

¹⁸ The Preventing Sexual Violence in Conflict Initiative (PSVI) established the International Protocol on the Documentation and Investigation of Sexual Violence in Conflict, but the intended audience is not military organizations specifically but human rights and justice actors at national and international levels. Her Majesty’s Government, *International Protocol on the Documentation and Investigation of Sexual Violence in Conflict (2014)*, 10, accessed on October 22, 2015, https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/319054/PSVI_protocol_web.pdf.

¹⁹ Pre-deployment training on UNSCR 1325, related resolutions, and their principles are targeted to Female Engagement Teams, particularly those deployed to Afghanistan. Additionally, Stabilisation Unit staffs for deployment take the one-day Women, Peace, and Security module mentioned above. *UK Joint Delegation to NATO National Report, Annex A.* The Female Engagement Teams are also sent to the United States Marine Corps’ Female Engagement Team course. The first two female soldiers passed in 2010. Ministry of Defence, *First British soldiers pass female engagement course in Helmand (2010)*, accessed on October 22, 2015, <https://www.gov.uk/government/news/first-british-soldiers-pass-female-engagement-course-in-helmand>.

²⁰ The UK Joint Delegation to NATO National Report references one type of pre-deployment training that incorporates gender or UNSCR 1325, which is Female Engagement Team (FET) training. *Ibid.* A GSDRC report indicates that UK Female Engagement Teams (FET) training is under the responsibility of the Military Stabilisation Support Group (MSSG). Brigitte Rohwerder, “Lessons from Female Engagement Teams,” *Helpdesk Research Report (2015)*, accessed on October 22, 2015, <http://www.gsdr.org/docs/open/HDQ1186.pdf>. The MSSG is made up of full-time Regular personnel from all three Armed services as well as part-time Reservists from the Territorial Army and Royal Auxiliary Air Force – it provides expertise in cases where it is more preferable to use military personnel rather than civilians. Her Majesty’s Government, *Military Stabilisation Support Group*, accessed on October 22, 2015, <https://www.gov.uk/government/groups/military-stabilisation-support-group>. Beginning in April 2012, Serco became the sole contractor providing the UK armed forces with pre-deployment training for service in Afghanistan and other destinations. Defense News, *Serco to Take Over U.K. Pre-Deployment Training (2012)*, accessed on October 22, 2015, <http://archive.defensenews.com/article/20120326/TJ01/303260011/Serco-Take-Over-U-K-Pre-Deployment-Training>. Under the contract, Serco agrees to provide “critical pre-deployment training including essential language, culture and operational environment skills, and will create realistic training conditions to prepare UK military forces for deployed operations primarily in Afghanistan, but also worldwide.” It seems gender considerations are not directly stated in the descriptions of the pre-deployment training. Serco, *Serco signs new contract to provide pre-deployment training and support for British Army (2012)*, accessed on October 22, 2015, http://www.serco.com/images/armytraining_tcm3-39389.pdf.

²¹ *UK Joint Delegation to NATO National Report.*

²² 22.3% of female military personnel from all the services were deployed on operations between 01 April 2011 and 29 February 2012 (8.8% OF-3 to OF-5, 30.5% OF-1 to OF-2, 9% OR-5 to OR-9, and 25.17 OR-1 to OR-4), *UK Joint Delegation to NATO National Report*. This indicator measures the percent of females deployed in comparison to the total number of personnel deployed. The UK Armed Forces does not have sex-disaggregated data on this indicator that is publicly available.

²³ The percentages of jobs open to women in the Armed Forces are as follows: 70% of jobs in the Naval Service; 70% of jobs in the Army; and 96% of jobs in the Royal Air Force. The 2010 review of the policy on the exclusion of women in ground close-combat roles “did not provide the basis for a clear recommendation either way as to whether the policy of the exclusion of women from these roles should be retained or rescinded.” *UK Joint Delegation to NATO National Report.*

²⁴ According to the April 2014 UK Armed Forces Quarterly Personnel Report, women compose 1.9% OF-6, 2.1% OF-7. UK Ministry of Defence. *UK Armed Forces Quarterly Personnel Report (2014)*, accessed on October 26, 2015, https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/310468/quarterly_personnel_report_apr14.pdf. The UK Joint Delegation to NATO National Report states “among officers, women are concentrated in the junior positions.” *UK Joint Delegation to NATO National Report.*

²⁵ It is unclear whether a specific target number for % of women in the military has been set.

CATEGORY	EXPECTED OUTCOME	INDICATORS	YES	NO	SCORE
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²⁶ “All Servicewomen, regardless of their length of service, are entitled to 52 weeks of maternity leave. Those who have served continuously for a year and who intend to return to duty following maternity leave are entitled to receive their full pay during the first 26 weeks of maternity leave, followed by 13 weeks at the low Statutory Maternity Pay rate...Similar arrangements to those for maternity leave and pay are in place for Servicewomen and men who adopt a child. Qualifying Service personnel are entitled to 52 weeks’ adoption leave, 39 weeks of which are paid. Qualifying Service personnel are able to take two weeks of paid paternity leave (14 days) at the time of the birth of a child, or in the case of adoption, the placement of a child. From Apr 11 a new type of paternity leave called Additional Paternity Leave was introduced. This allows qualifying Service personnel to take up to 26 weeks of Additional Paternity Leave to care for their new child in the first year of the child’s life or the first year after a child’s placement for adoption if the mother or adopter of the child has returned to work.” The Royal Navy has instituted a maternity buddy program, which is open to anyone in the Service who is currently pregnant and wants support and advice from someone who has been pregnant, taken maternity leave and returned to work in the Service. *UK Joint Delegation to NATO National Report*.

²⁷ Her Majesty’s Government, *Ministry of Defence Bullying and Harassment Complaints Procedures (2013)*, accessed on October 26, 2015, https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/209888/JSP763_1_July_2013.pdf

The Freedom of Information Act allows members of the public to access records regarding numbers of allegations and convictions. The Guardian, *Sexual assault allegations in military number 200 in three years (2014)*, accessed on October 26, 2015, <http://www.theguardian.com/uk-news/2014/mar/02/200-allegations-rape-military>.

²⁸ The Ministry of Defence Bullying and Harassment Complaints Procedure states that non-MoD personnel should address a complaint against MoD personnel to the Respondent’s CO/Senior LM for action. Ministry of Defence, *The MOD Bullying and Harassment Complaints Procedures (2013)*, p. 10, accessed on October 26, 2015, https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/209888/JSP763_1_July_2013.pdf. Additionally, the Global Summit to End Sexual Violence in Conflict established an international protocol on the documentation and investigation of sexual violence in conflict. Foreign and Commonwealth Office, *International Protocol on the Documentation and Investigation of Sexual Violence in Conflict: Basic Standards of Practice on the Documentation of Sexual Violence as a Crime under International Law (2014)*, accessed on October 26, 2015, https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/319054/PSVI_protocol_web.pdf.

²⁹ The army website details the personal equipment for military personnel, and it states that combat boots are being made into “two different width fittings, taking into account for the first time the different foot shapes of men and women.” The other equipment discussed – personal clothing, combat body armor, pelvic protection system – was not said to be gender-specific. UK Ministry of Defence, *Personal Equipment*, accessed on October 26, 2015, <http://www.army.mod.uk/equipment/23204.aspx>.

³⁰ This National Action Plan (2014-2017) will be reported on annually from autumn 2015. *National Action Plan 2014-2017*. The annual reports will be deposited in Parliament and shared with the Associate Parliamentary Group on Women, Peace and Security. *Ibid.*, p. 26.

³¹ The Ministry of Defence is noted as a key leader in implementing and reporting of the National Action Plans. *Ibid.*

³² Regarding Syria specifically, the NAP (2014-2017) asserts that it will “ensure disaggregated data, results, and lessons captured in reporting” *Ibid.*, p. 21.

³³ The UK Final Annual NAP Review (2013) states that HMG “commissioned an independent evaluation of the UK NAP” in 2013, which provided a number of recommendations to be incorporated into the next NAP (2014-2017). *Final NAP Annual Review (2013)*, p. 20. Additionally, it states “the HMG regularly draws upon reporting from a range of stakeholders including the UN, NGO Working Group, academia, NGOs, and Civil Society Organisations (CSO) on Women, Peace, and Security.” *Ibid.*, p. 13.