

# What Good Looks Like for Female Veterans

## A checklist for services and organisations

We have heard from over 800 female veterans and they have told us that good looks like the following...

Understanding the needs of ALL women veterans and ensuring they 'see themselves' in the service provision.

### RECOGNITION

- We are aware and recognise that women serve/have served in the British Armed Forces
- We ask the question 'Have you ever served?'

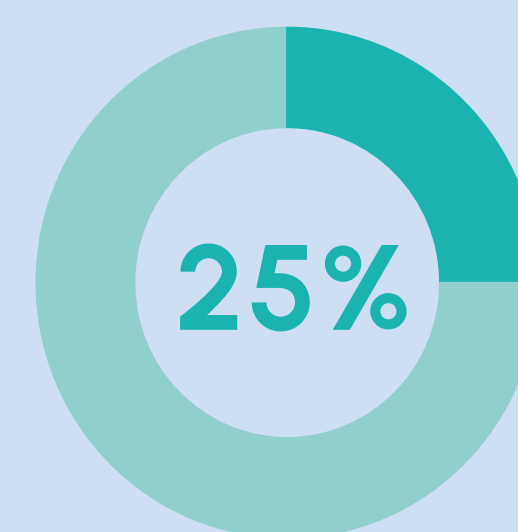
This will help identify female veterans and open a conversation that is specific to their needs.

There is also a need for **EVERYONE** to understand that women also served and to reduce stereotypes.

Many people are still not aware that women have served in the military in all roles and therefore assumptions and stereotypes still exist which stop women asking for or being offered support.

### DIVERSITY

- We are aware that female veterans may have different needs to men
- We recognise that female veterans are a diverse group and includes:
  - All ages
  - All ranks
  - All lengths of service
  - Ethnic minorities
  - LGBTQ+ veterans



of respondents said that they had a disability

Needs of female veterans can include physical and mental health, issues relating to bullying, discrimination, harassment and sexually inappropriate behaviour including rape and sexual assault, housing, employment and finance, caring responsibilities etc. Often there will be more than one need present at any one time and we need to ensure support holistically

### AWARENESS & COMMUNICATION

- We ensure we promote our services to female veterans in a way that makes them feel welcome
- We ensure branding, imagery and language is appropriate to female veterans



Many women don't know what's available or don't feel that they are allowed/want to access it.

### SUPPORT

- We offer support in a person-centred way, based on what matters to the person
- We work collaboratively with other services/organisations to provide the right support for the person (We don't have to know/do everything on our own!!)



Some women want to access existing services alongside men but want to feel that this is an option (they don't always feel they can)

However, there is wider recognition that for some issues and some women, female only services are essential. (i.e. for those that have experienced sexually inappropriate behaviours, including rape and sexual assault.)

### ENVIRONMENT

- We provide our services to female veterans in safe and appropriate environments



Better access to services across the whole of the UK

online & face to face

Where appropriate these should include, childcare/child friendly environments.

### EDUCATION

- We provide access to additional training for staff where needed to better support female veterans



Some services admit they are still lacking knowledge

This also includes understanding why you should ask: 'Have you ever served?' and knowing what to do with that information.