

WHAT IS THE FVTP TOOLKIT?

The Female Veterans Transformation Programme (FVTP) Toolkit is a practical resource designed to help organisations, professionals, and services understand and better support the needs of female veterans in the UK. It's based on research, co-production, and co-design with women who have served in the Armed Forces and organisations who support them.



WHY WAS THE FVTP TOOLKIT CREATED?

Although there has been growing recognition of veterans' needs in general, female veterans often report that their experiences, challenges, and strengths are overlooked or misunderstood. Evidence from the FVTP shows clear differences in how women experience transition and their route to the appropriate support when compared with their male colleagues. The toolkit was created to highlight and provide solutions to overcome this gap, ensuring female veterans are visible, recognised and provided with the right support at the right time.

WHO IS THE TOOLKIT FOR?

The toolkit is for anyone working with or supporting veterans, including:

- ✓ Health and social care professionals
- ✓ Charities and service providers (both military specific and general public)
- ✓ Statutory Bodies
- ✓ Employers and educators
- ✓ Policy makers and researchers

Whilst not designed for female veterans themselves, it can be useful for those who are seeking organisations they can reach out to for support.



HOW DO I ACCESS THE TOOLKIT?

The FVTP Toolkit will be freely available online at <https://covenantfund.org.uk/female-veterans-toolkit/> from around midday on 19th November 2025. It will include downloadable resources, evidence summaries, a self-assessment tool and examples of good practice.

WHO DEVELOPED THE TOOLKIT?

The FVTP Toolkit has been co-produced by researchers, practitioners, organisations supporting veterans, and female veterans across the UK. It draws on lived experience, academic evidence, and service evaluation, ensuring it is both credible and grounded in reality. It was funded by the Armed Forces Covenant Trust, Office for Veterans' Affairs, NHS England and the Veterans Foundation. The origins of the toolkit are in the collaborative work completed by the Cobseo Female Veterans Cluster. The and the Women's Royal Army Corps Association have hosted the programme.

WHY FOCUS SPECIFICALLY ON FEMALE VETERANS?

Evidence shows that women's experiences in the Armed Forces on transition are different to their male colleagues. You can read our evidence review here:

<https://www.fvtp.org.uk/publications>

There are over 270,000 female veterans in the UK - around 12% of the veteran population in total. Women have historically been underrepresented in research, policy, and services - but it's time to change.

Female veterans are more likely to experience barriers in accessing support, particularly around physical health, mental health, and identity after service.

The FVTP evidence review found that many existing services were not designed with women in mind, resulting in their needs were being unintentionally overlooked.

This toolkit ensures that female veterans' experiences will inform service design and delivery, so that all veterans receive equitable, appropriate support.



WHAT ABOUT MALE VETERANS?

We absolutely value and support all veterans. There are already a wide range of programmes, charities, and initiatives designed for (and often led by) men. The FVTP Toolkit doesn't take away from that; it simply recognises that female veterans face different challenges and that gender-aware, and sometimes gender specific, support leads to better outcomes for everyone. Many employers and organisations have reached out to us to understand how to focus appropriately on female veterans - our toolkit addresses this in depth, but something as simple as women 'seeing themselves' on social media can be something that attracts them to an organisation. Check out our Comms Checklist for some quick wins here:

<https://www.fvtp.org.uk/publications>

WHY DO WOMEN NEED SOMETHING SEPARATE?

The evidence tells us female veterans often fall through the gaps. Many existing services were built around the experiences of a majority-male veteran population. Women report feeling unseen or uncomfortable in some mixed settings, and sometimes face barriers related to gender, sexual orientation, caring responsibilities, or health needs. Creating tailored guidance helps ensure no one is left behind.

IS THIS ABOUT SPECIAL TREATMENT?

No, it's about equal access and appropriate support so that everyone can thrive. The FVTP Toolkit simply ensures services are inclusive, evidence-based, accessible and responsive to the actual needs of female veterans.

WHY IS THIS NEEDED NOW?

Female veterans are one of the fastest-growing parts of the UK veteran community. As their numbers increase, it's vital that services evolve to meet their needs. The FVTP evidence review and co-design process made it clear: a one-size-fits-all approach is not providing the right support at the right time for many.

HOW IS THIS TOOLKIT DIFFERENT FROM OTHER VETERANS' RESOURCES?

It's built on the lived experiences of female veterans. Every part of the toolkit has been informed by female veterans and organisations providing support services, ensuring that it is relevant, usable, and grounded in evidence.



[VISIT THE WEBSITE](#) >