

FTSE Women Leaders Review — UK's Voluntary Board and Leadership Gender Targets

Gender Equality · Good practice · United Kingdom

Quality score: 63/100

Evidence strength: Moderate

Summary

A voluntary, business-led UK target raised women's FTSE 350 board seats from 9.5% in 2011 to 43% by end-2025, beating its 40% goal early — but women hold only 8% of CEO and 21% of CFO roles, showing seats gained don't equal executive power.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	0/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	0/1
Curator validation	0/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-28

[FTSE Women Leaders Review \(business-led, UK Department for Business and Trade-sponsored\); successor to the Davies Review \(2011\) and Hampton-Alexander Review \(2016–2021\)](#) — accessed 2026-09-28

[FTSE Women Leaders Review — official reports](#) — accessed 2026-09-28

[Linklaters — FTSE Women Leaders Review 2025 analysis](#) — accessed 2026-09-28

[Freshfields — five years on analysis](#) — accessed 2026-09-28

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