



# Women in Aviation and Aerospace Charter

## A pledge for gender balance across aviation and aerospace

**The UK's aviation and aerospace sectors are making a commitment to work together to build a more balanced and fair industry for women by launching a Charter for Women.**

The Department for Business, Energy and Industrial Strategy and the Department for Transport welcomes the initiative that recognises more needs to be done to greater enhance the gender balance in the sectors. Organisations that sign up to this Charter are committing to be the very best at driving diversity and inclusion within their sector and providing fair opportunities for women to succeed at the highest levels.

The Charter reflects the aspiration to see gender balance at all levels across aviation and aerospace. A balanced workforce is good for business – it is good for customers and consumers, for profitability and workplace culture, and is increasingly attractive for investors.

### **The Charter:**

- commits organisations to supporting the progression of women into senior roles in the aviation and aerospace sectors by focusing on the executive pipeline and the mid-tier level;
- recognises the diversity of the sector and that organisations will have different starting points – each organisation should therefore set its own targets, where appropriate, and implement the right strategy for their organisation; and
- requires organisations to publicly report on progress to deliver against any internal targets to support the transparency and accountability needed to drive change.

### **My organisation commits to promote gender diversity by:**

- having one member of our senior executive team who is responsible and accountable for gender diversity and inclusion;
- setting internal targets, where appropriate, for gender diversity in our senior management;
- publishing progress annually against any targets in reports on our website; and
- having an intention to ensure the pay of the senior executive team is linked to delivery against any internal targets on gender diversity and inclusion.

# Women in Aviation and Aerospace Charter

## Signatories

- |   |  |   |
|---|--|---|
| 1. Aberdeen International Airport                               | 34. Department for the Economy in Northern Ireland | 70. ON Systems                              |
| 2. ADS  | 35. Easyjet  | 71. Oxley Group                             |
| 3. AerFin   | 36. Farnborough Aerospace Consortium (FAC)         | 72. Private Fly                             |
| 4. Aerospace Technology Institute (ATI)                         | 37. Farnborough International Ltd                  | 73. Prosumax                                |
| 5. Aerospace Wales  | 38. Flitetec                                       | 74. Reaction Engines                        |
| 6. AGK Sourcing Consultancy Limited                             | 39. Flitetrak                                      | 75. Rolls Royce                             |
| 7. AGS Airports Limited   | 40. Flybe  | 76. Safran                                  |
| 8. Airbus   | 41. Gatwick Airport                                | 77. Safran Seats GB                         |
| 9. Airlines UK  | 42. GE Aviation                                    | 78. SalusUAV                                |
| 10. Airport Operators Association (AOA)                         | 43. GearUp Media Ltd.                              | 79. Semta                                   |
| 11. AJW Group   | 44. George Best Belfast City Airport               | 80. Sharing in Growth (SIG)                 |
| 12. Aurigny   | 45. GKN Aerospace                                  | 81. Smit Project Solutions Ltd              |
| 13. Avon Valley Precision Engineering (AVPE)                    | 46. Glasgow Airport                                | 82. South West Metal Finishing              |
| 14. Babcock Aviation  | 47. Gowling WLG                                    | 83. Southampton International Airport       |
| 15. BAe Systems   | 48. Heathrow Airport                               | 84. Spirit AeroSystems                      |
| 16. Belcan International  | 49. Helander                                       | 85. Starspeed Helicopters                   |
| 17. Birmingham Airport  | 50. Helispeed                                      | 86. Stobart Aviation                        |
| 18. Birmingham Law Society                                      | 51. IAG Group                                      | 87. Thales                                  |
| 19. Boeing  | 52. IPC Mouldings                                  | 88. The Air League                          |
| 20. Bombardier  | 53. Ishka Global                                   | 89. The Aviation Logistics Network          |
| 21. Boyden  | 54. Jetdeck Aviation                               | 90. Thomas Cook                             |
| 22. Bradfor Ltd   | 55. L3 Commercial Aviation                         | 91. Titan Airways                           |
| 23. Bristol Airport   | 56. Leonardo                                       | 92. TT Electronics                          |
| 24. British Airways   | 57. Liverpool John Lennon Airport                  | 93. TUI                                     |
| 25. Cardiff Airport   | 58. London Biggin Hill Airport                     | 94. UK Space Agency (UKSA)                  |
| 26. CargoLogicAir   | 59. London City Air Group                          | 95. Unite                                   |
| 27. Cobham  | 60. London Luton Airport                           | 96. Unitech Aerospace                       |
| 28. Collins Aerospace   | 61. Manchester Airport Group                       | 97. University of Bristol                   |
| 29. Confederation of Shipbuilding and Engineering Unions (CSEU) | 62. Martin Aerospace Ltd.                          | 98. University of Manchester                |
| 30. Cranfield University  | 63. Menzies Aviation Plc                           | 99. University of Nottingham                |
| 31. Crosby Aviation Training                                    | 64. MEP Ltd  | 100. University of Sheffield                |
| 32. Davies Turner Air Cargo Limited                             | 65. Morgan Sindall                                 | 101. University of West of England          |
| 33. Denroy Plastics   | 66. Moyola Precision Engineering                   | 102. Virgin Atlantic                        |
|   | 67. My Language Connection                         | 103. Welsh Government                       |
|   | 68. NATS   | 104. West of England Aerospace Forum (WEAF) |
|   | 69. North West Aerospace Alliance (NWAA)           | 105. Women in Aviation UK                   |
|   |  | 106. Zip-Clip                               |



### Supporting Organisations

- 107. Aerospace Growth Partnership (AGP)
- 108. Civil Aviation Authority (CAA)
- 109. Claveaux Consulting
- 110. Deloitte LLP
- 111. Department for Business, Energy and Industrial Strategy (BEIS)
- 112. Department for Transport (DfT)
- 113. Diverse Matters
- 114. Emerald Media Ltd.
- 115. European Regions Airline Association (ERAA)
- 116. International Aviation Women's Association (IAWA)
- 117. Jonathan Lee Aerospace
- 118. Korn Ferry
- 119. Met Office
- 120. Qioptiq
- 121. Royal Aeronautical Society (RAeS)
- 122. SL Engineering Ltd
- 123. Southampton University
- 124. Sustainable Aviation
- 125. Swansea University
- 126. The Law Society
- 127. Virtuoso IT
- 128. Women in Aerospace Europe – UK

### Overseas Supporting Organisations

- 129. Advaya Legal
- 130. Central Global Cargo GmbH
- 131. Gulf Air B.S.C.(c)
- 132. International Air Transport Association (IATA)
- 133. Luxaviation Group
- 134. Luxaviation Helicopters