



# 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. Abbey Metal Finishing Company Ltd                            | 44. Department for the Economy in Northern Ireland | 90. North West Aerospace Alliance (NWAA)    |
| 2. Aberdeen International Airport                               | 45. Doncaster Sheffield Airport                    | 91. ON Systems                              |
| 3. ADS  | 46. Easyjet  | 92. Oxley Group                             |
| 4. ADS Toulouse   | 47. Farnborough Aerospace Consortium (FAC)         | 93. Pennant International Group PLC         |
| 5. AerFin   | 48. Farnborough International Ltd                  | 94. Private Fly                             |
| 6. Aerospace Technology Institute (ATI)                         | 49. Ferranti Technologies Ltd                      | 95. Prosumax                                |
| 7. Aerospace Wales  | 50. Flitetec                                       | 96. Reaction Engines                        |
| 8. Air Navigation Solutions                                     | 51. Flitetrak                                      | 97. Rockford                                |
| 9. AGK Sourcing Consultancy Limited                             | 52. Flybe  | 98. Rolls Royce                             |
| 10. AGS Airports Limited  | 53. Gatwick Airport                                | 99. Safran                                  |
| 11. Airbus  | 54. GE Aviation                                    | 100. Safran Seats GB                        |
| 12. Airlines UK   | 55. GearUp Media Ltd.                              | 101. SalusUAV                               |
| 13. Airport Operators Association (AOA)                         | 56. George Best Belfast City Airport               | 102. SAM Northern Ireland                   |
| 14. AJW Group   | 57. GKN Aerospace                                  | 103. Semta                                  |
| 15. Amfax Limited   | 58. Glasgow Airport                                | 104. Sharing in Growth (SiG)                |
| 16. Atkins  | 59. Gowling WLG                                    | 105. Sigma Components Ltd                   |
| 17. ATL Turbine Services  | 60. Heathrow Airport                               | 106. SL Engineering Ltd                     |
| 18. Aurigny   | 61. Helander                                       | 107. Smit Project Solutions Ltd             |
| 19. Aviation Logistics Network                                  | 62. Helispeed                                      | 108. South West Metal Finishing             |
| 20. Avon Valley Precision Engineering (AVPE)                    | 63. Highlands and Islands Airports Limited         | 109. Southampton International Airport      |
| 21. Babcock Aviation  | 64. IAG Group                                      | 110. Spirit AeroSystems                     |
| 22. BAe Systems   | 65. IPC Mouldings                                  | 111. Starspeed Helicopters                  |
| 23. Belcan International  | 66. Ishka Global                                   | 112. Stobart Aviation                       |
| 24. Birmingham Airport  | 67. Jersey Airport                                 | 113. Thales                                 |
| 25. Birmingham Law Society                                      | 68. Jetdeck Aviation                               | 114. The Air League                         |
| 26. Boeing  | 69. JJ Churchill Ltd                               | 115. The Aviatrix Project                   |
| 27. Bombardier  | 70. L3 Commercial Aviation                         | 116. Thomas Cook                            |
| 28. Boyden  | 71. LCLX Aviation Ltd                              | 117. Titan Airways                          |
| 29. Bradfor Ltd   | 72. Leonardo                                       | 118. TT Electronics                         |
| 30. Bristol Airport   | 73. Liverpool John Lennon Airport                  | 119. TUI                                    |
| 31. British Airways   | 74. London Biggin Hill Airport                     | 120. UK Space Agency (UKSA)                 |
| 32. C W Fletcher  | 75. London City Air Group                          | 121. Unite                                  |
| 33. Cardiff Airport   | 76. London Luton Airport                           | 122. Unitech Aerospace                      |
| 34. CargoLogicAir   | 77. Manchester Airport Group                       | 123. University of Bristol                  |
| 35. Castle Precision Engineering Ltd                            | 78. Manufacturing and Business Solutions Ltd       | 124. University of Manchester               |
| 36. Cobham  | 79. Martin Aerospace Ltd.                          | 125. University of Nottingham               |
| 37. Collins Aerospace   | 80. MB Aerospace                                   | 126. University of Sheffield                |
| 38. Confederation of Shipbuilding and Engineering Unions (CSEU) | 81. Menzies Aviation Plc                           | 127. University of West of England          |
| 39. Coventry University   | 82. MEP Ltd  | 128. Verify Europe                          |
| 40. Cranfield University  | 83. Middlesex Aerospace                            | 129. Virgin Atlantic                        |
| 41. Crosby Aviation Training                                    | 84. Morgan Sindall                                 | 130. Walker Precision Engineering Ltd       |
| 42. Davies Turner Air Cargo Limited                             | 85. Moyola Precision Engineering                   | 131. Welsh Government                       |
| 43. Denroy Plastics   | 86. MSM Aerospace Fabricators                      | 132. West of England Aerospace Forum (WEAF) |
|   | 87. My Language Connection                         | 133. Women in Aviation UK                   |
|   | 88. National Composite Centre (NCC)                | 134. Zip-Clip                               |
|   | 89. NATS   |   |



## Supporting Organisations

- 135. Aerospace Growth Partnership (AGP)
- 136. ARPAS-UK, the UK Drone Association
- 137. British Aviation Group
- 138. Brunel University
- 139. Civil Aviation Authority (CAA)
- 140. Claveaux Consulting
- 141. Deloitte LLP
- 142. Department for Business, Energy and Industrial Strategy (BEIS)
- 143. Department for Transport (DfT)
- 144. Diverse Matters
- 145. Emerald Media Ltd.
- 146. ERA (European Regions Airline Association)
- 147. FlightGlobal
- 148. Gethin's Inflight News
- 149. Global Aerospace
- 150. International Aviation Women's Association (IAWA)
- 151. Jonathan Lee Aerospace
- 152. Kew College
- 153. Korn Ferry
- 154. Meggitt
- 155. Met Office
- 156. Qioptiq
- 157. Royal Aeronautical Society (RAeS)
- 158. Scottish Government
- 159. SheTravel
- 160. Singleton PR
- 161. Southampton University
- 162. Sustainable Aviation
- 163. Swansea University
- 164. The Aviation Club UK
- 165. The Law Society
- 166. Virtuoso IT
- 167. Women in Aerospace Europe - UK
- 168. Women in Transport

## Overseas Supporting Organisations

- 169. Advaya Legal
- 170. African Section Ninety Nines
- 171. Central Global Cargo GmbH
- 172. Gulf Air B.S.C.(c)
- 173. International Air Transport Association (IATA)
- 174. Luxaviation Group
- 175. Luxaviation Helicopters
- 176. TU Delft
- 177. United Airlines