



# 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

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|--|---|--|
| 1. AB5 Consulting                            | 44. Confederation of Shipbuilding and Engineering Unions (CSEU) | 87. Leonardo                                 |
| 2. Abbey Metal Finishing Company Ltd         | 45. Coventry University   | 88. Liverpool John Lennon Airport            |
| 3. Aberdeen International Airport            | 46. Cranfield University  | 89. London Biggin Hill Airport               |
| 4. ADS                                       | 47. Crosby Aviation Training                                    | 90. London City Air Group                    |
| 5. ADS Toulouse                              | 48. Davies Turner Air Cargo Limited                             | 91. London Luton Airport                     |
| 6. AerFin                                    | 49. Denroy Plastics   | 92. Manchester Airport Group                 |
| 7. Aerospace Technology Institute (ATI)      | 50. Department for the Economy in Northern Ireland              | 93. ManpowerGroup                            |
| 8. Aerospace Wales                           | 51. Doncaster Sheffield Airport                                 | 94. Manufacturing and Business Solutions Ltd |
| 9. AGK Sourcing Consultancy Limited          | 52. Draken Europe   | 95. Martin Precision                         |
| 10. AGS Airports Limited                     | 53. Easyjet   | 96. MB Aerospace                             |
| 11. Air Navigation Solutions                 | 54. Edinburgh Airport   | 97. Meggitt                                  |
| 12. Airbus                                   | 55. Farnborough Aerospace Consortium (FAC)                      | 98. Menzies Aviation Plc                     |
| 13. Aircraft Research Association Ltd.       | 56. Farnborough International Ltd                               | 99. MEP Ltd                                  |
| 14. Airframe Designs Limited                 | 57. Ferranti Technologies Ltd                                   | 100. Metal Seagulls Ltd                      |
| 15. Airlines UK                              | 58. Flitetec  | 101. Middlesex Aerospace                     |
| 16. Airport Operators Association (AOA)      | 59. Flitetrak   | 102. Morgan Sindall                          |
| 17. AJW Group                                | 60. Future Flight Challenge (at UKRI)                           | 103. Moyola Precision Engineering            |
| 18. Amfax Limited                            | 61. Gama Aviation   | 104. MSM Aerospace Fabricators               |
| 19. Atkins                                   | 62. Gattaca PLC   | 105. My Language Connection                  |
| 20. ATL Turbine Services                     | 63. Gatwick Airport   | 106. National Composite Centre (NCC)         |
| 21. Aurigny                                  | 64. GE Aviation   | 107. NATS                                    |
| 22. Aviation 360                             | 65. GearUp Media Ltd.   | 108. North West Aerospace Alliance (NWAA)    |
| 23. Aviation Logistics Network               | 66. George Best Belfast City Airport                            | 109. ON Systems                              |
| 24. Avon Valley Precision Engineering (AVPE) | 67. GJD Aerotech  | 110. Oxford Space Systems                    |
| 25. Babcock Aviation                         | 68. GKN Aerospace   | 111. Oxley Group                             |
| 26. BAe Systems                              | 69. Glasgow Airport   | 112. Pennant International Group PLC         |
| 27. BEL Engineering Ltd                      | 70. Gowling WLG   | 113. Piiq Risk Partners                      |
| 28. Belcan International                     | 71. Heathrow Airport  | 114. Private Fly                             |
| 29. Birmingham Airport                       | 72. Helander  | 115. Prosumax                                |
| 30. Birmingham Law Society                   | 73. Helispeed   | 116. Qualitair Aviation Services Ltd         |
| 31. Boeing                                   | 74. Highlands and Islands Airports Limited                      | 117. Reaction Engines                        |
| 32. Bombardier                               | 75. Horizon Executive Search International Ltd                  | 118. Rockford                                |
| 33. Boyden                                   | 76. IAG Group   | 119. Rolls Royce                             |
| 34. Bradfor Ltd                              | 77. IPC Mouldings   | 120. Safran                                  |
| 35. Bristol Airport                          | 78. Ishka Global  | 121. Safran Seats GB                         |
| 36. British Airways                          | 79. Jersey Airport  | 122. SalusUAV                                |
| 37. C W Fletcher                             | 80. Jetblue   | 123. SAM Northern Ireland                    |
| 38. Carbon Engineering                       | 81. Jetdeck Aviation  | 124. SaxonAir Charter Ltd                    |
| 39. Cardiff Airport                          | 82. JJ Churchill Ltd  | 125. Scottish Engineering                    |
| 40. CargoLogicAir                            | 83. Jungle HR   | 126. Semta                                   |
| 41. Castle Precision Engineering Ltd         | 84. Kuki Aviation   | 127. Sharing in Growth (SiG)                 |
| 42. Cobham                                   | 85. L3 Harris Technologies, Inc.                                | 128. Sigma Components Ltd                    |
| 43. Collins Aerospace                        | 86. LCLX Aviation Ltd   | 129. Sigmatex (UK) Ltd                       |
|  |   | 130. SL Engineering Ltd                      |
|  |   | 131. Smit Project Solutions Ltd              |
|  |   | 132. South West Metal Finishing              |
|  |   | 133. Southampton International Airport       |





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|-----------------------------------|------------------------------------|---|
| 134. Spirit AeroSystems           | 145. Titan Airways                 | 156. Verify Europe                          |
| 135. Starspeed Helicopters        | 146. TT Electronics                | 157. Virgin Atlantic                        |
| 136. Stobart Aviation             | 147. TUI                           | 158. Walker Precision Engineering Ltd       |
| 137. Swift Aerospace Services Ltd | 148. UK Space Agency (UKSA)        | 159. Welsh Government                       |
| 138. TD Legal Ltd                 | 149. Unite                         | 160. West of England Aerospace Forum (WEAF) |
| 139. Telespazio UK Ltd            | 150. Unitech Aerospace             | 161. Wilson James                           |
| 140. Thales                       | 151. University of Bristol         | 162. Women in Aviation UK                   |
| 141. The Air League               | 152. University of Manchester      | 163. World Championship Air Race            |
| 142. The Aviatrix Project         | 153. University of Nottingham      | 164. Zip-Clip                               |
| 143. Thrive Law                   | 154. University of Sheffield       |   |
| 144. TISICS Ltd.                  | 155. University of West of England |   |

### Supporting Organisations

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|---|--|---|
| 165. Abel & Imray   | 184. Diverse Matters                                   | 207. Rocket Girl Coaching                   |
| 166. Acas   | 185. Education and Employers                           | 208. Royal Aeronautical Society (RAeS)      |
| 167. AdaCore Ltd.   | 186. Emerald Media Ltd.                                | 209. Sandy Gunn Aerospace Careers Programme |
| 168. Aerospace Growth Partnership (AGP)                             | 187. ERA (European Regions Airline Association)        | 210. Scottish Government                    |
| 169. Aetheric Engineering Ltd                                       | 188. Freeman Air and Space Institute                   | 211. SheTravel                              |
| 170. AR Procurement Services Ltd                                    | 189. FlightGlobal                                      | 212. Signium                                |
| 171. ARPAS-UK, the UK Drone Association                             | 190. GBI International Consulting                      | 213. Singleton PR                           |
| 172. British Aviation Group   | 191. Gethin's Inflight News                            | 214. Southampton University                 |
| 173. British Women Pilots' Association                              | 192. Global Aerospace                                  | 215. Sustainable Aviation                   |
| 174. Brunel University  | 193. HFW   | 216. Swansea University                     |
| 175. Civil Aviation Authority (CAA)                                 | 194. Inclusivity Partners Limited                      | 217. That Works for Me                      |
| 176. Claveaux Consulting  | 195. International Aviation Women's Association (IAWA) | 218. The Air Charter Association            |
| 177. Clyde & Co LLP   | 196. J Andrews Solicitor                               | 219. The Aviation Club UK                   |
| 178. CMS UK   | 197. Jonathan Lee Aerospace                            | 220. The Interview Initiative               |
| 179. Deloitte LLP   | 198. Kew College                                       | 221. The Law Society                        |
| 180. Department for Business, Energy and Industrial Strategy (BEIS) | 199. Korn Ferry  | 222. UK Space                               |
| 181. Department for International Trade                             | 200. Latecoere IS UK Ltd                               | 223. Vendigital                             |
| 182. Department for Transport (DfT)                                 | 201. Met Office  | 224. Victory Event Services Ltd             |
| 183. Digital Lychee   | 202. Norton Rose Fulbright LLP                         | 225. Virtuoso IT                            |
|   | 203. Odgers Berndtson                                  | 226. volofin Capital Management             |
|   | 204. Pembroke and Rye                                  | 227. Women in Aerospace Europe - UK         |
|   | 205. Poeton Industries Ltd                             | 228. Women in Transport                     |
|   | 206. Qioptiq   | 229. Women on Boards                        |

### Overseas Supporting Organisations

- 230. Advaya Legal
- 231. African Section Ninety Nines
- 232. Airlines for America
- 233. American Airlines
- 234. Aviation Australia Riyadh College
- 235. Central Global Cargo GmbH
- 236. Gulf Air B.S.C.(c)
- 237. International Air Transport Association (IATA)
- 238. Lintener European Aviation Consultancy
- 239. Luxaviation Group
- 240. Luxaviation Helicopters
- 241. TU Delft
- 242. United Airlines