



# 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.

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## Signatories

1. ADS
2. Aerospace Technology Institute (ATI)
3. Aerospace Wales
4. Airbus
5. Airlines UK
6. Airport Operators Association (AOA)
7. Avon Valley Precision Engineering (AVPE)
8. BAE Systems
9. Boeing
10. Bombardier
11. Bristol Airport
12. CargoLogicAir
13. Confederation of Shipbuilding and Engineering Unions (CSEU)
14. Cranfield University
15. easyJet
16. Farnborough Aerospace Consortium (FAC)
17. GE Aviation
18. George Best Belfast City Airport
19. GKN Aerospace
20. Heathrow Airport
21. IAG Group
22. Leonardo
23. Liverpool John Lennon Airport
24. Manchester Airport Group
25. Morgan Sindall
26. NATS
27. North West Aerospace Alliance (NWAA)
28. ON Systems
29. Rockwell Collins UK
30. Rolls-Royce
31. Safran
32. Senta
33. Sharing in Growth (SiG)
34. Spirit AeroSystems
35. Sustainable Aviation
36. Thales
37. Thomas Cook
38. Titan Airways
39. TUI
40. Unite
41. University of Bristol
42. University of Manchester
43. University of Nottingham
44. University of Sheffield
45. University of West of England
46. Virgin Atlantic
47. West of England Aerospace Forum (WEAF)
48. Zodiac Aerospace

## Supporting Organisations

1. Aerospace Growth Partnership (AGP)
2. Civil Aviation Authority (CAA)
3. Department for Business, Energy and Industrial Strategy (BEIS)
4. Department for Transport (DfT)
5. International Aviation Women's Association (IAWA)
6. Korn Ferry
7. Royal Aeronautical Society (RAeS)
8. Women in Aerospace