



Women in Aviation and Aerospace (WIAA) Charter

As part of our commitment to Gender Balance at the Aerospace Technology Institute (ATI), we are proud to be signatories of the Women in Aviation and Aerospace (WIAA) Charter. This Charter is a commitment by signatory firms to work together to build a more balanced and fair aviation and aerospace industry in the UK.

Our Commitment

By signing the Charter the Aerospace Technology Institute has pledged to promote gender diversity by:

- having one member of our senior executive team, responsible and accountable for gender diversity and inclusion.
- setting internal targets, where appropriate, for gender diversity in 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.

Gary Elliott, Chief Executive Officer, is responsible for Gender Diversity & Inclusion at the Aerospace Technology Institute.

Activities

The Aerospace Technology Institute has a number of activities in place to drive greater gender diversity across all levels, including

- providing all employees with Equality, Diversity & Inclusion training.
- supporting the promotion of diversity through the Equality, Diversity & Inclusion working group.
- maintaining a fair, meritocratic and transparent recruitment process.

Measurement

The ATI aims to have a proportion of 35-50% of women in the organisation, and to maintain that share going forward. This commitment will be measured, and results will be shared publicly.

	Actual 2019	Actual 2020	Actual 2021	Actual 2022
Share of women in senior leadership & management roles**	20%	25%	41%	39%
Share of women in the organisation	40%	43%	45%	47%

*value taken at the end of the year

**defined by job role as Head of Department (or equivalent) or above