

# AVIATION IN REACH

England & Wales · Charity number 1200380

## Details

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**Status** Registered

**Legal form** CIO

**Registered** 2022-09-15

**Register** [View on the Charity Commission register](#)

## Contact

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**Website** [www.aviationinreach.org.uk](http://www.aviationinreach.org.uk)

## Activities

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**Objects:** THE OBJECT OF THE CIO IS:THE PROMOTION OF EQUALITY AND DIVERSITY FOR THE PUBLIC BENEFIT OF PEOPLE WHO HAVE BEEN UNDER-REPRESENTED IN TERMS OF GENDER AND/OR ETHNICITY, IN THE UK AVIATION INDUSTRY THROUGH ALL OR ANY OF THE FOLLOWING MEANS:(A) PROMOTION OF POSITIVE ATTITUDES, CUSTOMS AND PRACTICES TOWARDS GENDER BALANCE, DIVERSITY AND INCLUSION IN THE EMPLOYMENT AND PARTICIPATION OF PEOPLE WHO HAVE BEEN UNDER-REPRESENTED IN TERMS OF GENDER AND/OR ETHNICITY.(B) PROVIDING ADVICE, MENTORING AND SUPPORT TO PEOPLE WHO HAVE BEEN UNDER-REPRESENTED IN TERMS OF GENDER AND/OR ETHNICITY INTERESTED IN PURSUING A CAREER IN THE UK AVIATION INDUSTRY TO SHOWCASE OPPORTUNITIES AVAILABLE REGARDLESS OF GENDER OR ETHNICITY.

**Activities:** Promotion of positive attitudes, customs and practices towards gender balance, diversity and inclusion in the employment and participation of people who have been under represented in term of gender and or ethnicity.Providing advice, mentoring and support to people who have been under represented in terms of gender and or ethnicity interested in pursuing a career in the UK aviation industry.

## Classification

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- **How:** Provides Services
- **What:** General Charitable Purposes, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, People Of A Particular Ethnic Or Racial Origin, Other Defined Groups

## Geography

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- Northern Ireland
- Scotland
- Throughout England And Wales

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-04-01		£52	£355	-
2024-04-01		£993	£0	-
2023-04-01		£5	£0	-

## Trustees

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Name	Role	Appointed
<b>Katherine Alexandra Thompson MBE</b>	Chair	2022-09-15
Alastair James Thompson		2026-05-26
Alexander Waite		2023-12-22
Anthony John Lyle		2023-12-22
Dal Anthony Nwokora		2026-05-26
Elizabeth O'Sullivan		2022-09-15
James Stewart		2023-01-04
Kimberley June Gough		2023-01-04

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# Accounts

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# Aviation in Reach

## Trustees' Annual Report and Accounts FY 24/25

### Background

Aviation in Reach was established in summer 2022, and registered as a charity in late September 2022. The team of trustees was established during the summer and 8 trustees were registered with the charities commission: Katherine Lee (Chair), Elizabeth O' Sullivan (Treasurer) and Richard Knighton (Secretary) in September 2022; Kimberley Gough, Neema Soni-Robertson and James Stewart in January 2023, and Alexander Waite and John Lyle in December 2023.

### Activity to end of FY 24/25

Three full trustee board meetings were conducted, to ensure proprietary conduct of the charity and ensure progress continued. A number of sub-committee meetings also took place. Policy was written for social media. The application and selection process, namely for pilot mentees, was amended, such that pilot mentees are offered a 9 month mentoring programme, beginning annually in September, whereas non-pilot mentees, as a much smaller cohort, are accepted ad hoc.

33 mentees were accepted onto the programme, with 22 completing their mentorship. 4 new mentors were accepted and onboarded.

### Financial Accounts

#### Receipts and Payments Accounts

<b>Receipts</b>	
Donations FY24/25	£52.00
<b>Payments</b>	
Website Fees (FY23/24 & 24/25)	£354.80
<b>Net receipts/payments</b>	0
<b>Cash Funds last year end</b>	£998.15

<b>Cash Funds this year end</b>	<b>0</b>
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#### Assets and Liabilities

<b>Cash Funds</b>	<b>£695.35</b>
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The financial accounts for FY 23/24 are detailed above. Minimal monies were paid out to cover the cost of website fees 23/24 and 24/25 to run the charity. The accounts have not been independently verified by an accountant as it is not required due to the low levels of funds involved.

#### Declaration

We declare that this is a full account of the activity of Aviation in Reach in FY 24/25.

K. A. Lee, Chair of Trustees

**AVIATION IN REACH**

England & Wales - Charity number 1200380

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# Accounts

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# Aviation in Reach Trustees' Annual Report and Accounts FY 23/24

## Background

Aviation in Reach was established in summer 2022, and registered as a charity in late September 2022. The team of trustees was established during the summer and 8 trustees were registered with the charities commission: Katherine Lee (Chair), Elizabeth O'Sullivan (Treasurer) and Richard Knighton (Secretary) in September 2022; Kimberley Gough, Neema Soni-Robertson and James Stewart in January 2023, and Alexander Waite and John Lyle in December 2023.

## Activity to end of FY 23/24

Four full trustee board meetings were conducted, to ensure the progress continued and to discuss improvements required, as well as financial decisions. A number of sub-committee meetings also took place. Policy was written for social media. Training policy and guidance was amended to suit the requirements of the initial mentors, and to be more useful for what we deliver, as well as amendments to the application process and how we filter.

A formal launch event was also held, with attendees from across industry, including the RAF, NATS, DHL, CAA and many more, as well as many of our newest mentees, and our first engagement visit to RAF Brize Norton was conducted.

Mentors began to work with their mentees in FY23/24, with 18 volunteer mentors being trained and onboarded in the period covered. 12 mentees graduated from the programme by the end of the period, with a number of these finding roles in their desired careers, and others making positive progress towards their goals.

## Financial Accounts

- Receipts and Payments Accounts

<b>Receipts</b>	
Donations FY 23/24	£ 993.15
<b>Payments</b>	
Nil	£ 0
<b>Net receipts/payments</b>	£ 993.15
<b>Cash Funds last year end</b>	£ 5.00
<b>Cash Funds this year end</b>	<b>£ 998.15</b>

- Assets and Liabilities

<b>Cash funds</b>	<b>£ 998.15</b>
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The financial accounts for FY 23/24 are detailed above. No money was paid out. The accounts have not been independently verified by an accountant as it is not required due to the low levels of funds involved.

Declaration

We declare that this is a full account of the activity of Aviation in Reach in FY 23/24.

K. A. Lee, Chair of Trustees

**AVIATION IN REACH**

England & Wales - Charity number 1200380

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# Accounts

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# Aviation in Reach Trustees' Annual Report and Accounts FY 22/23

## Background

Aviation in Reach was established in summer 2022, and registered as a charity in late September 2022. The team of trustees was established during the summer and 6 trustees were registered with the charities commission: Katherine Lee (Chair), Elizabeth O'Sullivan (Treasurer) and Richard Knighton (Secretary) in September 2022, and Kimberley Gough, Neema Soni-Robertson and James Stewart in January 2023.

## Activity to end of FY 22/23

Our initial months of activity comprised of bringing together a diverse trustee team and establishing a shared vision for the charity, including extensive work on policies and training packages. Policies were written for: data protection; safeguarding; complaints procedures, including harassment; training.

Four trustee meetings were conducted to build the team, establish our working practices and affirm the policies.

At the end of FY 22/23, the first volunteer mentors were recruited and trained in our procedures, but they did not start working with any of their mentees until the following financial year.

## Financial Accounts

DATE	FUNDS IN	FUNDS OUT	NOTES
21/02/2023	£5.00	-	Donation from existing trustee to ensure bank account working
TOTAL	£5.00	£0.00	

The financial accounts for FY 22/23 are detailed above. The only money received in this financial year was a £5 donation from an existing trustee to ensure the charity bank account was working correctly. No money was paid out. The accounts have not been independently verified by an accountant due to the sole donation made meaning there is no complexity.

## Declaration

We declare that this is a full account of the activity of Aviation in Reach in FY 22/23

K. A. Lee, Chair of Trustees