

Women & Inclusivity in Gliding (WinG)

Engagement with WinG is an opportunity for clubs to reflect on potential improvements that will benefit existing members as well as make the club more attractive to newcomers.

This guide is used as part of a live or zoom meeting with club officials to consider and examine possible actions for the club and agree what could be implemented in a reasonable timescale. The BGA will endorse all clubs that actively and positively engage with the project.

	Human Resources Statements/Questions	Human Resources Comments	Human Resources Possible Evidence and Actions (Clubs to complete actions)
1	Diversity of role models is demonstrated.	This could include CFI/DCFI, Instructors committee members, winch drivers, tug pilots and technical officers. It helps if individuals see people like themselves in key positions.	Data Website Visible picture board which includes committee/board and instructors.
2	Good % women included in the membership which is actively encouraged. Are women visible active on the airfield?	Current BGA participation is 8% 10% and above would be good although it is a BGA strategic aim to increase this. It would be good for clubs to consider all minority groups although currently data is not collected. It would be useful for clubs to collect data on minority groups within their club. Why do individuals leave.	Data Exit questionnaire.
3	Are there Women on the committee, board or working parties?	Due to current low numbers of women currently gliding this may be more difficult to achieve but active encouragement should be evident. Even if not regular members women could contribute to key agenda items. JLO and or women's ambassador could be involved in decision making.	Data Committee notes
4	The club has positive activities to encourage the participation of women and minority groups.	This could include family days, bookable flying slots, family membership, female only courses, phased return to gliding for those that maybe had time out for career purposes or to have a family. NB. Not all of the above would be required they are just	Member feedback Women's ambassador report. Social events on the calendar.

		<p>examples. Each club may have some ideas of their own that are in action or planned.</p> <p>The Women's Development plan has more ideas to support activities to attract women and other groups.</p> <p>Family membership could be considered.</p> <p>Encourage two-seater gliding, some individuals would engage in that even if they don't want to achieve solo status. This would probably impact women more who tend to be more risk averse.</p>	
5	The club has a clear Equality and diversity policy	<p>The club should be able to demonstrate that it fully supports and encourages women and minority groups into roles of responsibility.</p> <p>Another consideration is accessibility for individuals with a disability.</p>	<p>E&D policy</p> <p>Data</p> <p>Feedback</p> <p>Accessibility policy.</p>
6	The club has good community links, and the membership reflects the community in which it is located.	This should support the increase of diversity within the club and aid increased participation.	<p>Data showing links with schools, colleges, other community groups.</p> <p>Membership data.</p>
7	<p>The club has an officer that promotes inclusivity within the club and works with the local community.</p> <p>The club has an women's ambassador.</p>	<p>This would assist the club to drive forward the aim to increase the number of women and other minority groups to become glider pilots.</p> <p>One person could fulfil both roles.</p>	Name and activities of liaison officer or ambassador.
8	The club has awards recognising diverse talents. That are accessible for all.	These awards can be used to encourage women to take the first steps towards instructing and leadership roles and recognise the other valuable contributions individuals can make.	Awards made to diverse groups within the club.
9	There is a mentoring/buddying scheme in place or activities that support new and under confident members.	<p>This can be formal or informal. This could help encourage new members to stay.</p> <p>See BGA guidance on mentoring.</p> <p>This will support the encouragement for all pilots</p>	Mentoring scheme feedback.
10	<p>The code of conduct needs to reflect the importance of respect for all.</p> <p>BGA has guidance notes for this.</p>	<p>The code of conduct needs to reflect the importance of respect for all. Challenge poor behaviour and language.</p> <p>Provide a feedback mechanism.</p> <p>BGA has guidance notes for this.</p>	<p>Code of conduct easily accessible on member's online site.</p> <p>Satisfaction feedback.</p>

	Physical Resources Statements/Questions	Physical Resources Comments	Physical Resources Possible Evidence and Actions (Clubs to complete actions)
1	Are changing facilities and toilets easily available.	It is important that these are kept in good order and regularly cleaned with appropriate sanitary products available	A named person has responsibility for different areas. A cleaner is employed. Products are available.
2	Are play facilities available for use?	This could be in the form of a fully developed area or at a minimum level some books and small play activities such as a slide available to use. Larger clubs will find this easier to implement but smaller clubs can still provide some activities for children to use.	Picture of area or toys/books that can be used.
3	A secure area for families to observe the gliding.	This is good practice and may encourage increased participation. Briefing for families and visitors in evidence. Web cam in the clubhouse so visitors can observe gliding, this would support families at the club and maybe encourage new membership.	Ground training card which includes safety briefing. Webcam in use.
4	Bookable accommodation on site.	Some of which is suitable for families.	Booking form. Pictures.
5	Sufficient approved weights and back supports available at launchPoint.	This will enable small and light pilots to fly safely, this will support juniors and women to glide.	Resources list Job role assigned to ensure there are sufficient and well-maintained equipment.
6	Website, social media, and all publicity materials are inclusive in their content.	Diversity of pictures and wording that is inviting for all members of society. It helps individuals to visualise themselves involved in the sport.	Publicity materials.
7	A club vehicle and/or bikes that can transport individuals between clubhouse and Launchpoint.	This will encourage all members to use the clubhouse or approved facilities for the toilet. Alternatively, a safe way to walk is identified in the ground training card.	Feedback from club members.
8	Catering regularly available and of a high standard.	For some smaller clubs this may involve members having the use of a club kitchen so they can prepare their own food and always have access to a hot drink	Feedback from club members. Opening times and menu available where applicable.
9	Training facilities such as a simulator or ground school.	All members actively encouraged to use and be supervised. Could be used on bad weather days to support all areas of gliding to support progression and maintain interest.	Feedback from members.

10	Club generally is kept in good order.	This would include inside and outside. Notice boards are inclusive and current. At an airfield there will always be aviation related equipment around, but this can be stored in a safe and tidy manner. A well-presented club will help attract families.	Pictures Members feedback Satisfaction survey.
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31st May 23

Yvonne Elliott

BGA Women's Advocate