

CIVIL AVIATION AUTHORITY
MINUTES OF THE 517th BOARD MEETING HELD ON
WEDNESDAY 21 MARCH 2018, IWM DUXFORD

Present:

Dame Deirdre Hutton Chair
Mr Andrew Haines
Dr Ashley Steel
Mr Peter Drissell
Mr David Gray
Mr David King
Mr Michael Medlicott
Mr Richard Moriarty
Ms Kate Staples Secretary & General Counsel
Mr Mark Swan
Mr Chris Tingle
Mr Graham Ward

Apologies:

AVM Mike Wigston

In Attendance:

Mr Tim Johnson
Mr Richard Stephenson
Ms Angela Lynch Minute taker

I. APOLOGIES

1. There were apologies from AVM Wigston.

II. CONFLICTS OF INTEREST, PREVIOUS MINUTES, AND MATTERS ARISING

2. No new or changed conflicts of interest were declared.
3. The minutes of the last meeting were approved, subject to a minor change to the wording in paragraph 33.
4. There were no matters arising.

III. CHAIR'S UPDATE

5. The Chair informed the Board of recent meetings, including with the DfT and with representatives from the European Commission during a recent visit to Brussels by the Chair, Mr Haines and Mr Moriarty.
6. The Chair briefed the Board on her participation in the CAA event 'Enabling Innovation in Aviation', which had been well-attended with an excellent line up of speakers. Mr Swan confirmed that it had provided the chance to learn more about new technology initiatives being developed in the UK. The Chair noted the importance of clearly communicating the CAA's role as the regulator, to maintain the correct balance between safety oversight and facilitating growth.
7. The Chair informed the Board of the recent briefing she received from Gatwick Airport on its plans for future incremental growth. She emphasised that any changes would require extensive and early engagement with stakeholders, in line with the Airspace Change Policy.

IV. CHIEF EXECUTIVE REPORT (DOC 2018-018) BY ANDREW HAINES

8. Mr Haines updated the Board on key meetings and live issues.
9. Ms Staples informed the Board of the latest developments relating to the Shoreham inquest and police investigation.
10. Mr Swan updated the Board on the DfT's progress in establishing its Independent Review on Air Displays and promised to circulate details on the review to the Board once they were available.

Action: Mr Swan

11. Mr Moriarty reported on the CAA Gender Pay Gap Report 2018, which was published this week. He informed the Board that the Executive Committee had agreed that the findings were not acceptable and had begun conversations with staff to develop initiatives aimed at addressing the core reasons behind the figures. The Board noted a number of aviation sector firms were reporting significant gender pay gaps, but that other complex regulators' results were more encouraging and suggested that further progress could be made by the CAA. Dr Steel advised that more stringent initiatives would need to be considered to achieve the level of change needed. She cited examples of action taken elsewhere and agreed to send further details to Mr Moriarty, particularly of software used to attract a better balance of male and female applicants.

Action: Dr Steel

12. Mr Moriarty welcomed this offer and noted that the HR department had already carried out some work in this area. The Board noted that a recent round of senior

level recruitment had encouragingly seen an equal number of male and female applicants in the final shortlist. Dr Steel asked that the Executive Committee consider setting targets to measure progress, which she felt would be vital for the success of the initiatives.

13. Mr Johnson briefed the Board on the transition to the new Airspace Change Policy and confirmed that the team were waiting for a Government decision in relation to a specific change request submitted using the old approach. Mr Johnson confirmed that this was the only case that had arisen. Stakeholders had largely been well-prepared due to the early notice given to the industry and the awareness raised through the public consultation process. It was agreed on this basis that there was no concern that the new process would be unfairly judged generally by reference to one case.
14. Mr Johnson updated the Board on the DfT's work to develop its policy changes to the Air Navigation Order (ANO), which included policy relating to UAS regulation and the DfT's decision to introduce a drone registration scheme. Mr Johnson outlined the CAA's work in supporting the DfT, including developing system procurement options for the scheme. Mr Johnson confirmed that funding for this work was provided under Section 16.
15. Mr Haines informed the Board of the DfT's work developing the Aviation Strategy and encouraged Non-Executive members to attend the CAA PIE meeting in May where Dan Micklethwaite would be presenting, in order to learn more about this topic. The Board noted that a green paper was due to be released in the autumn and that the CAA would discuss the topic from an internal perspective at its awayday in June.
16. The Board congratulated Mr Moriarty and his team for the good progress made in repaying the Monarch ATOL claims, which is of great importance to the repatriation programme's overall success.
17. In response to a question from Dr Steel, the Chair confirmed that the CAA had commissioned a case study exercise from Cass Business School to ensure that it had its own record of the process and to fully capture the lessons learnt. Mr Moriarty noted that the Independent Review being led by the DfT would pick up broader government considerations, such as future repatriation funding options.
18. Mr Haines updated the Board following last month's discussion of Jet2's comments on the ADR process.
19. The Board noted the Supreme Court's refusal to allow Emirates permission to appeal an earlier court ruling that the airline must pay passenger compensation in