

Minutes of the meeting of the Gatwick Airport Consultative Committee (GATCOM) held on 6 November 2025

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| Present: | |
| Tom Crowley | Chair |
| Angie Hills | ABTA |
| Cllr Alan Jones | Burstow Parish Council |
| Cllr Helyn Clack | Surrey County Council |
| Cllr Malcolm Fillmore | Rusper Parish Council |
| Cllr Nigel Emery | Horsham District Council |
| Ana Christie | Sussex Chamber of Commerce |
| Brett North | Gatwick Diamond |
| Dominic Rothwell | Unite |
| Ed Winter | Environmental and Amenity Groups |
| Stuart Pick | London Chamber of Commerce |
| Samantha Williams | Passenger Advisory Group |
| Cllr Steve Waight | West Sussex County Council |
| Cllr Bob Bowdler | East Sussex County Council |
| Jo Rettie | Airline Operators Committee |
| Cllr Lisa Scott | Charlwood Parish Council |
| Jonathan Drew | Noise Management Oversight Board Chair |
| Cllr Nick Hilton | Crawley Borough Council |
| Cllr Chris Phillips | Mid Sussex District Council |

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| Also in attendance: | |
| Pierre-Hugues Schmit | Chief Executive Officer, GAL |
| Tim Norwood | Chief Planning Officer, GAL |
| Sam Fulton | Director of Communications and External Affairs, GAL |
| Alison Addy | Head of External Engagement & Policy, GAL |
| Amy Geoghegan | External Engagement Lead, GAL |
| Monique Smart | GATCOM Secretariat |
| Graham Lake | GATCOM Technical Advisor |

1. Apologies and Welcomes

1.1 Apologies were received from: Cllr Peter Osborne (Kent County Council) Cllr Mike George (Horley Town Council), Cllr Richard Biggs (Reigate and Banstead Borough Council), Colin Stewart (BAR UK), Hugh McConnellogue (AOC), Rory Lillington (Airlines UK), Cllr Nicholas White (Tandridge Borough Council) and Cllr Garry Wall (West Sussex County Council)

1.2 The Chair welcomed Pierre-Hugues Schmit to his first GATCOM meeting since taking over as London Gatwick Chief Executive Officer.

2. Minutes of The Last Meeting

2.1 Resolved: That the minutes of the meeting of GATCOM held on 31 July 2025 be approved and signed by the Chair.

3. CAP1616 Airspace Change Process Consultation

3.1 GATCOM welcomed Stuart Lindsay, Head of Airspace Modernisation at the CAA, who provided a [presentation](#) and overview of the current live [consultation](#) on proposed changes to the UK's airspace change process, CAP1616.

3.2 Stuart explained that a review of the process was needed to ensure it can enable the UK Airspace Design Service (UKADS) provider to deliver airspace change efficiently and effectively. He stated that UKADS will still need to follow the CAP1616 process and the decision maker for airspace change will still be the CAA.

3.3 Stuart emphasised that this consultation was purely about the process. A further consultation, on the Air Navigation Directions and Air Navigation Guidance is expected to be announced soon by the DfT. Any resulting changes in government policy will then be considered in any updated airspace change process.

3.4 The consultation went live on 25 September and will run for 12 weeks closing on 18 December 2025.

3.5 Stuart also provided a brief update on progress around the establishment of UKADS and his presentation includes a [link to a webpage](#) that includes all detail related to UKADS.

3.6 The Chair thanked Stuart for his presentation. The Chair then reminded members to review the consultation proposals and particularly in respect of the consultation questions, send any comments they think should be included in a GATCOM response, to the Secretariat by no later than Friday 21 November. A GATCOM response would then be circulated to members for comment before being submitted to the CAA on 18 December.

3.7 The Chair also reminded members that as always, GATCOM encourages all members and member organisations, as well as any interested members of the public, to respond directly to the consultation.

4. Fair and Equitable Distribution (FED) Overview

4.1 GATCOM's Independent Technical Advisor, Graham Lake, provided a [presentation](#) about Fair and Equitable Distribution (FED).

4.2 Members were reminded that the [FED study](#) was commissioned by Gatwick Airport and published by the CAA in 2024. In January 2025 the Noise Management Board provided some online briefings but in recent months and in light of the live and upcoming consultations around Airspace Change, it was requested that GATCOM members receive a briefing.

4.3 Graham reminded members that the GATCOM Chair and NMB Chair have recently written to the CAA and DfT to ask if the FED framework can be embedded into future policy. If GATCOM members feel that FED should be included in the CAP1616

review and in future changes to Air Navigation Guidance, then it should be considered whether to reference this in consultation responses.

4.4 Graham provided some background to how the FED study came about. Its aim was to understand how airspace design options influence those features that impact perceptions of fairness and equity to inform more socially acceptable airspace modernisation and it proposes a mechanism for assessment of the impact on communities of airspace change proposals. The study examined concentration versus dispersal and revealed a preference and more acceptance for minimal change.

4.5 In light of the DCO and expansion and growth at Gatwick, members asked if the anticipated change in events rather than patterns would increase. Graham stated that the number of events of aircraft movement now is broadly the same as the last twenty years due to in part, the fact that aircraft are getting larger. Although growth is predicted, it will be spread across several airports that are expanding and therefore any increase around Gatwick is likely to be gradual.

5 Airspace Update

5.1 Andy Sinclair, Head of Noise and Airspace Strategy provided a number of updates in relation to airspace and noise.

5.2 Route 4 Airspace Change consultation material was resubmitted by GAL to the CAA in September 2025. This review has resulted in some further minor points that GAL have responded to. A decision is expected from the CAA in November. GAL should then be able to proceed to public consultation in Q1 2026.

5.3 Andy alerted GATCOM members to the publication of [CAP3156](#) that sets out all the supporting consultations and requirements that will be needed to facilitate the work of the UKADS. Andy highlighted the consultation that Stuart Lindsay had already briefed on and the upcoming Air Navigation Guidance consultation and encouraged members to view and respond to those consultations.

5.4 As GATCOM are aware the proposal to modernise the arrival and departure routes to the south of the airport known as London Airspace South (LAS) was progressing. However, Andy informed GATCOM that the co-sponsors (DfT and CAA) have directed that London Gatwick and NATS are no longer able progress their LAS Airspace Change Proposals (ACPs) independently and ahead of other London airport proposals. This is because wider network designs need to be updated, predominantly to accommodate the new requirement for the 3rd runway at Heathrow. All work undertaken to date will be handed across to the UKADS. Gatwick will continue to brief the NMB, NaTMAG and GATCOM and have also written to all stakeholders updating them about this. Andy also confirmed that Gatwick has used the FED framework as part of the options assessment undertaken on LAS and as a "commitment" to local stakeholders will form part of the submission to UKADS in line with the guidance published in [CAP3129](#).

5.5 The Annual Public meeting this year was an Airspace Fayre. Due to feedback from previous years the meeting was bought forward from December to October and took place in the afternoon into the early evening to allow residents to come along after work. Also, the set up was less formal than in previous years with stands to allow

people to walk around and speak to industry partners, such as EasyJet, NATs and Rolls Royce and the NMB expert advisory members. Feedback on the event has been positive.

6 GATCOM Steering Group – Chairman’s Report

6.1 The Chair of GATCOM introduced his report (copies attached to the signed minutes) of the last Steering Group Meeting that took place on 9 October 2025.

6.2 GATCOM noted report and the following:

- the [Section 106 Annual Monitoring Report 2025](#)
- the letter to the CAA regarding FED and its response and that GATCOM Members engage in the upcoming Airspace Change consultations.

6.3 Regarding the letter to the CAA about FED, the Chair also updated that following Steering Group he had also copied the CAA response to the DfT. In doing so he asked the DfT to consider the points raised, including GATCOMs wish for them to incorporate the FED framework, when considering what proposals to incorporate into their upcoming consultation around Air Navigation Guidance.

7 Passenger Advisory Group

7.1 The Chair of PAG, Samantha Williams, introduced the report (copies attached to the signed minutes) of the last PAG meeting and activities during the last quarter. Samantha highlighted the photos in her report that showed PAG visiting the Pier 6 extension project with a walk across the roof of the link bridge. She also highlighted that PAG have dealt with three escalated complaints since the last GATCOM, undertaken a Terminal Review. Also, since the report was finalised PAG have also met, considered and responded to GALs draft Capital Investment Plan.

7.2 Samantha also highlighted that Claire Booth was stepping down as PAG Vice Chair in January and Gareth Thomas had successfully been voted in by PAG as the new Vice Chair. Samantha thanked Claire for all the hard work and support she had provided as Vice Chair.

7.3 GATCOM noted the work of PAG and its engagement with GAL as the ‘critical friend’ and supports its role as advocate on behalf of passengers.

8 Noise Management Board

8.1 The Chair referred members to the NMB update report (copies attached to the signed minutes). Jonathan Drew, NMB Oversight Board Chair, introduced the report that summarised the work of the Noise Management Board since the last GATCOM meeting. Jonathan Highlighted the following from his report:

- The Independent Community Representative, Cara Mulholland, has had to stand down because of personal medical reasons. London Gatwick intends to repeat the previous process of recruiting a new Independent Community Representative and will be updated on that as the process progresses. GATCOM joined Jonathan in wishing Cara a successful recovery.

- the completion of the first programme of work project of the new version of the NMB which examined the factors affecting aircraft noise. The next steps will be to develop a prototype interactive table for the website which residents will be able to use to understand how each factor might affect the aviation noise they hear.
- the Oversight Board has noted that the Community Assembly, whilst 50% bigger than previous iterations remains less large than the Board believes it could be. Jonathan asked that members of GATCOM help spread the word amongst those residents who might be interested to join the Community Assembly and have a chance to influence projects and receive briefings. With that in mind, included in the GATCOM agenda pack were several factsheets that the NMB has produced for residents. GATCOM members are asked to include these in any newsletter, electronic newsletter or other communication channels, to local residents.

8.2 Members spoke in support of the NMB and one suggested that local councillors could join themselves as well as promote membership to their constituents.

9 Noise and Track Monitoring Advisory Group (NATMAG)

9.1 Alan Jones, GATCOM's deputy lead member for noise, introduced the report (copies attached to the signed minutes) that summarised the key messages and recommendations arising from recent NaTMAG meetings.

9.2 Alan highlighted the change to Gatwick's telephone number for noise complaints. The previous local 01293 number will be replaced by 07700 144 827 and should be used going forward.

9.3 Alan also highlighted the update that NaTMAG received on Airport Collaborative Decision Making (ACDM). This has been reintroduced at Gatwick, and it is hoped will improve on-time performance and delays that spill into the night period.

9.4 GATCOM noted the report.

10 Chief Executive Officer's Report

10.1 GATCOM received a report from Pierre-Hugues Schmit, Chief Executive Officer, GAL on activity at the airport over the past quarter (copy attached to the signed minutes). The key points highlighted by Pierre-Hugues were:

- This summer, London Gatwick served 224 destinations via 59 airlines, including 160 short-haul flights. There has been a small shift with less short haul and longer haul.
- The Chief Executive also referred to the ACDM as a significant piece of work that is showing improvement in on-time performance.
- The rise in rail travel is a positive trend. GAL continues to work in partnership with the rail companies and is proud to connect to more than 120 stations directly.
- Next Generation security is delivering strong service benefits, with our ability to serve 98% of passengers through security in five minutes or less.

- The launch of Pandora’s new store and GAIL’s Bakery coincides with a £7.5m transformation of the South Terminal departure lounge, which was completed in September and included improved seating, lighting and a relocated Assisted Travel Lounge. The new stores are providing more local jobs.
- GAL welcomed the Government’s decision to approve the Northern Runway Development Consent Order planning application on 21 September.
- VINCI Environment Day was celebrated by Gatwick as part of Environment Week over 22-26 September, with a weeks’ worth of events and activities. The Gatwick Sustainability Award nomination window opened during that week, inviting employees, as well as for the first time partners, to celebrate their commitment and achievements in sustainability. The finalists will be invited to an award ceremony in January, where the winners will be announced.
- Five community projects submitted by London Gatwick employees have been selected for funding by the VINCI UK Foundation as part of its 2025 programme. The Foundation supports initiatives that promote social inclusion and reduce inequality, with each project championed by a London Gatwick employee who provides hands-on support in addition to the financial grant.
- Since opening in October 2023, the Gatwick STEM Centre has welcomed over 5,000 visitors, hosted more than 150 events, and engaged nearly 5,600 students and job seekers. Pierre-Hughes also pleased to welcome some GATCOM members who attended the STEM centre prior to the meeting today.
- The Gatwick Region Airport Economic Zone (AEZ) taskforce has continued its work.

10.2 Questions from members as a result of the CEO report, and the responses given, included the following:

- GATCOM were previously informed that the possible increase in business rates would affect the profitability of the airport. Is there any update on that issue. Pierre-Hughes confirmed that it was an important issue, and that GAL has raised the matter through multiple engagements with the treasury. The extent of the increase is still not known.

11 Member’s Questions

11.1 Two members questions were received. The questions and the responses are detailed below. The questions are in italics and the GAL response is in standard text.

Question 1 from Dominic Rothwell (Unite the Union – Southeast)

Gatwick Airport’s partnership with Uber, an operator licensed by Transport for London rather than Crawley Borough Council, gives a commercial advantage to out-of-area drivers, while locally licensed drivers, who are subject to stricter checks and limited operating boundaries, are left at a disadvantage. These are local workers who have served the airport for decades. What assessment has Gatwick Airport made regarding the impact this partnership will have on local employment and the sustainability of the Crawley-licensed taxi and private hire trade?

GAL response:

- For the benefit of the Committee, to give this matter some context, GAL have been engaging with Unite on this matter for some time and have previously provided full responses on all of the matters raised. They are happy to continue that engagement.
- Also, Crawley Borough Council has conducted a full investigation of the matter and in its report to the Crawley Borough Council Licencing Committee on 18 March 2025, concluded, in paragraph 5.2 of the report: "However, despite its presence at the airport, Uber is not operating in contravention of the Local Government Miscellaneous Provisions Act 1976. Therefore the Council does not uphold the complaint of Unite."

As at other UK airports, all lawfully operated taxis, including local firms, independent drivers, ride-hailing services and national companies, can drop off and pick up passengers from London Gatwick in our public car parks and forecourts, subject to paying the associated charges. This offers passengers choice of operator and service. Gatwick welcomes competition in all areas of activity at the airport to help support the best outcome for the passenger.

Gatwick's official taxi partner, Airport Cars, holds the airport taxi concession, with prominent positions at the terminal doors. Uber was successful in winning a competitive tender for an advertising package at the airport. This opportunity was made available to a range of different businesses across several sectors, including Airport Cars.

Furthermore, this commercial arrangement is enabling "out-of-area" working that local authorities cannot regulate. This conflicts with the principles of accountability and safeguarding highlighted in the Casey Report. What steps is Gatwick Airport taking to ensure that its commercial relationships reinforce, rather than undermine, local regulation, protect local jobs, and uphold the integrity of the airport's reputation as a responsible employer in the community?

GAL response: Currently taxi licensing is a matter for the local authorities, in Gatwick's case, Crawley Borough Council. Any changes to legislation are a matter for Government; the Casey Report specifically called for any loopholes in licensing regulation to be closed by the Department for Transport. We do not believe that the commercial relationship with Uber has any impact on local regulation, and we are proud of our reputation as a responsible employer.

We take our role in the local economy and community very seriously. Our Decade of Change Sustainability Strategy to 2030 includes key performance indicators relating to employing local people and we report on our spend with local businesses annually. In 2024 nearly 58% of our employees were from the RH postcode area and £121m of our spend was with local and regional suppliers.

Our strategy also includes investing resources in programme and partnerships to support the local and regional economy and community. For example, we are already over halfway towards our goal of 1 million student encounters by 2030, through our education programme. We are also actively involved in outreach with groups supporting people who may experience barriers to work, to ensure that the airport campus is a diverse and inclusive workplace for all.

In the longer term, our Employment Skills and Business Strategy (ESBS), which is secured through the Northern Runway s106 legal agreement with local authorities demonstrates how we will continue to deliver the benefits of airport growth, supported by a £20m ESBS fund. All of this work is supported by the strong partnerships we

have built with local stakeholders over many years, as part of our goal to be a partner and advocate for the local and regional economy.

As a responsible neighbour, we maintain a private hire vehicle waiting area on site to reduce the impact of taxis and private hire vehicles waiting in local residential roads. We have worked closely with local authorities, residents' groups and others to develop this facility to minimise nuisance parking, noise, litter and other antisocial behaviours. Feedback since the introduction of the area has been positive and Gatwick continues to work with partners to minimise the impact on communities.

Question 2 from Cllr Malcolm Fillmore (Rusper Parish Council)

On 22 October, a standard form letter was sent under the signature of Jonathan Deegan, Planning & EIA Lead to an unknown number of residents of Rusper (and Charlwood) and possibly others warning them of Gatwick's Compulsory Acquisition powers. It listed four sites but only by their Land Registry number. There was no proper map attached which would show where these sites were. It was also unclear whether these sites were the totality of the sites required by Gatwick.

The letter and attachments themselves were drafted in a highly legalistic manner and referred to documents which were not readily accessible. This letter has caused those residents in receipt of it considerable concerns and anxiety, not least because of the virtual impossibility in understanding whether or not it actually impacted them.

We, at Rusper Parish Council are concerned that no attempt was made by Gatwick to contact us to discuss the letter before it was sent so that we could be informed and advise our residents.

GAL response: We replied to your emails dated 28 October and 29 October, to confirm relevant letters were sent out as required by s134 of the Planning Act. This is a statutory requirement, and GAL must provide the information in a prescribed form.

Due to the legal requirement of the letters, we were unable to contact anyone prior, or have any explanation sent out with the letters. This included parish councils.

Can we have a clear statement as to exactly what properties are being required under potential compulsory purchase powers together with the publication of a clear map plus confirmation that no other sites will be required under the Northern Runway project?

GAL Response: GAL confirms that there are no residential properties that are required to be purchased for the NRP Project. Indeed, the second paragraph of our letter sent to non-acquisition interests clearly states that '**Although your land is not required for the construction of the Project and thus is not subject to the compulsory acquisition powers granted in the Order, you are in possession of a land interest or right that may be affected by the changes proposed in the Project**'. Far from being frightening, we believed that reading this would give people reassurance that their home was not at risk of being acquired.

Can we also know how many such letters were sent to residents since we are getting numerous anxious residents contacting us?

GAL Response: Relevant letters were sent to individuals as listed in the Book of Reference. This was a document submitted with the DCO and updated during the course of the examination. We estimate out of the 4,500 letters sent out approximately 250-300 of these contained the word Rusper, so have estimated around 250 – 300 addresses in Rusper.

Will Gatwick send out further letters of clarification – in plain English – to all those sent the letter of 22 October?

GAL Response: No, we will not be sending out any further letters of clarification as we have provided the relevant information as required by law. However, we have updated our website with some Q+A's with some answers to the questions most often asked.

Anyone who has contacted the GAL team (from the details on the letter) have been contacted or will be contacted directly in order to discuss their particular circumstances. We had 137 enquires since the letter was sent all have been contacted.

12 Date of Next Meeting of GATCOM and its Sub-Groups

12.1 GATCOM noted the next meetings of GATCOM, and its sub-groups and associated meetings are as follows:

- GATCOM - Thursday 12 February 2026 at 2.00pm, via MS Teams.
- GATCOM Steering Group - Thursday 22 January 2026
- Passenger Advisory Group - Thursday 11 December 2025
- NaTMAG Thursday 20 November 2025

13.2 Members were also asked to note the dates for the next round of NMB meetings and encourage any members of the community to consider joining the NMB to visit the website as detailed on the agenda.

The meeting concluded at 4.00pm