



New Voices in Space Working Group

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1. Background

Space Scotland is the coordinating body representing the Scottish space sector. Its mission is to **grow a globally competitive, sustainable, and inclusive space economy in Scotland**, aligned to the ambitions of Scottish and UK space policy. Space Scotland brings together industry, academia, government, and the public sector to deliver on four strategic priorities:

- Position Scotland as a leading location for space launch and manufacturing.
- Exploit space data and applications to address national and global challenges.
- Build a resilient, diverse, and highly skilled workforce.
- Ensure the sector is recognised as a leader in sustainability and responsible space.

Working Groups are one of the delivery mechanisms within Space Scotland. Each group operates under a shared framework of Terms of Reference and Action Plans, ensuring work is strategically aligned, practically deliverable, and visible to the wider ecosystem. Working Groups report progress and issues to the Delivery Coordination Group and contribute evidence, advice, and outputs to the Space Scotland Chief Executive Officer (CEO) and Board. The purpose of each Working Group is to:

- **Align** expertise around specific themes linked to Scottish and UK space policy.
- **Define** and deliver actions that support the sector's growth.
- **Surface** challenges, dependencies, and opportunities for collaboration.
- **Provide** advice and insight to the Space Scotland Board and partners.
- **Represent** the collective voice of the sector in their thematic area.

This Action Plan sets out what the Working Group will focus on over the coming years. It highlights the group's priorities, the activities planned, and how these will support the growth of Scotland's space sector. The plan is designed to give clarity to members, partners, and the wider community about where effort is being directed, what outcomes are expected, and how people can get involved.

2. Executive Summary

This Action Plan outlines the priorities and activities of the Working Group. It is structured to provide a clear and accessible overview of the group's objectives, the actions it will take, and the expected timeframes for delivery. The plan is divided into two key timelines:

- **Near-term plans (2–5 years):** These actions are designed to align closely with the Scottish Space Strategy, ensuring the group’s activities support immediate national priorities and opportunities.
- **Long-term vision:** This section sets out broader objectives and aspirations for the group beyond the initial 5-year period, providing a forward-looking perspective on future growth and strategic impact.

The Working Group’s purpose is **to ensure the sector is open, accessible, and representative of all communities**, and its objectives align with the Scottish Space Strategy and other ecosystem priorities. Each objective is underpinned by a set of actions or work packages that have been identified and prioritised through consultation with members and partners.

The table below outlines the planned actions for each year, mapped against the group’s objectives. This provides a high-level roadmap to track progress and ensure accountability, while allowing flexibility as priorities evolve.

Summary of objectives:

- **Objective 1:** Understand and monitor the EDI landscape of the Scottish Space sector
- **Objective 2:** Promote “Diverse Voices” of the Scottish Space sector
- **Objective 3:** Deliver outreach programmes
- **Objective 4:** Develop EDI Guidance resources
- **Objective 5:** Share good practice/Represent Space Scotland

High-level action timeline:

	Objective 1	Objective 2	Objective 3	Objective 4	Objective 5
2020–2027	Gather more in-depth EDI data of the Scottish Space sector via mixed methods	5–10 articles annually – identify areas not covered previously	Deliver 1–2 programmes and generate impact report Continuation of partnerships	Continue reviewing and updating the EDI Guidance document based on new data and policies/frameworks	Participation at Space Comm London and Scotland, UKSEDS conferences and other

					relevant events
2027-2028	Repeat survey – Update data/findings/recommendations	5-10 articles annually – identify areas not covered previously	Identify new areas/partnerships/programmes as necessary based on impact and needs Deliver 1-2 programmes and generate impact report Continuation of partnerships	Generate policy briefings and short useful guidance resources on specific topics	Participation at Space Comm London and Scotland, UKSEDS conferences and other relevant events Organise a Scotland based EDI in space event/conference for students and early-career professionals
2028-2029	Follow-up consultations/mixed methods/monitor implementation of recommendations	5-10 articles annually – identify areas not covered previously	Deliver 1-2 programmes and generate impact report Continuation of partnerships	Continue reviewing and updating the EDI Guidance document based on new data and policies/frameworks	Participation at Space Comm London and Scotland, UKSEDS conferences and other relevant events

20 29- 20 30	Repeat survey – Update data/findings/reco mmendations	Build a repository of articles, case studies, and resources for promotion and inspiration	Deliver 1-2 programmes and generate impact report Continuation of partnerships	Generate policy briefings and short useful guidance resources on specific topics	Participati on at Space Comm London and Scotland, UKSEDS conferenc es and other relevant events Organise a Scotland based EDI in space event/con ference for students and early- career professio nals
20 30 - 20 31	Follow-up consultations/mix ed methods/monitor implementation of recommendations	Develop collaborations/ partnerships – Publish articles externally	Deliver 1-2 programmes and generate impact report Continuation of partnerships	Continue reviewing and updating the EDI Guidance document based on new data and policies/fra meworks	Participati on at Space Comm London and Scotland, UKSEDS conferenc es and other relevant events
20 31+	Generate longitudinal report for 5 years progress	Publish alternative format of material that	Generate longitudinal impact report for 5 years of delivery	Publish a longer version of the	Organise a Scotland based EDI

	promotes "Diverse Voices" (for example, a book)	document that includes reports/im pact reports/arti cles, case studies, and other activity for the last 5 years	in space event/con ference for students and earl- career professio nals Launch event for 5-year progress report/res ources
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3. Case Studies

- [EDI guidance pack](#) (2022)
- Roundtable – Space Comm Expo 2024 (Glasgow)
- AmbaSat outreach programme

4. Action Plan

4.1. Objective 1: Understand and monitor the EDI landscape of the Scottish Space sector

Action 1.1	Survey
Description	Survey on EDI demographics and awareness/initiatives and data analysis
Outputs	Publish and disseminate report of findings and recommendations
Success	High number of responses (~ 500? – TBC), significant data
Action 1.2	Focus group discussions

Description	Follow-up FG discussions if necessary based on survey results
Outputs	Include in report
Success	Significant qualitative data

Action 1.3	Workshops with stakeholders/members
Description	Organise workshops to discuss findings and recommendations with key stakeholders
Outputs	Share knowledge/provide consultancy to Space Scotland members
Success	high workshop attendance – long-term measure: increase of representation and improvement of working experience (will require data over the period of 3–5 yrs)

4.2. Objective 2: Promote diverse voices of Scottish space sector

Action 2.1	"Diverse Voices" series of articles
Description	Interview and write about people with diverse characteristics, backgrounds and roles in Space workplaces in Scotland
Outputs	Publish a series of articles/interviews to promote diverse voices in Scottish space sector
Success	5–10 articles annually, increase traffic on NVIS webpage and interest for collaboration

4.3. Objective 3: Deliver outreach programmes to schools/community

Action 3.1	Identify existing outreach programmes
Description	Identify space relevant and appropriate outreach programmes that align with NVIS/SS strategy
Outputs	Gather a list of potential collaborations
Success	

Action 3.2	Collaborate with selected outreach programmes
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Description	Fund and/or support the development and/or delivery of outreach programmes at school with a focus on reaching at least 50% deprived/disadvantaged areas/groups in Scotland
Outputs	Outreach delivery to increase interest in space sector and change narrative about space careers
Success	Feedback that showcases positive impact/ Impact report

4.4. Objective 4: Develop EDI Guidance resources

Action 4.1	Review and update existing EDI Guidance document
Description	Update existing document reflecting the findings from Objective 1 and current/up-to-date relevant practices/policies/legal frameworks
Outputs	EDI Guidance pack Version 2.0
Success	Dissemination across key stakeholders – feedback? Follow-up consultations

Action 4.2	Develop other resources
Description	Generate policy briefings and short useful guidance resources on specific topics
Outputs	Resources available to members of Space Scotland (and wider UK Space sector)
Success	Improvement in practices/diversity and inclusion

4.5. Objective 5: Share good practice/Represent Space Scotland

Action 5.1	Attend conferences and events
Description	Attend conferences and events to represent SS as experts to promote our work and share good practice
Outputs	Share knowledge – promote our work
Success	increase interest, impact, and collaborations

Action 5.2	Organise biannual NVIS conference/event
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Description	Organise a Scotland based EDI in space event/conference for students and early-career professionals
Outputs	Provide a space for sharing knowledge and experiences and networking for students and early career professionals within the Scottish space community
Success	Participation and feedback

5. Governance and Membership

The delivery of this Action Plan will be overseen by the Working Group members under the leadership of its Co-Chairs. Membership includes representatives from industry, academia, and public sector partners, who contribute on a voluntary basis.

The group will meet on a quarterly basis to review progress, refresh priorities, and report updates through the *Space Scotland Delivery Coordination Group*. Chairs are responsible for ensuring actions are followed up between meetings, with support from Space Scotland's executive team where relevant.

This Action Plan is a live document. It will be reviewed annually to ensure objectives remain aligned with Scottish and UK space policy, and amended as required in consultation with members.

Note: The Space Scotland Delivery Coordination Group structure is still under discussion at board level.

6. Dependencies and Risks

Progress on the actions set out in this plan will depend on several external factors, including:

- Interdependencies with other Working Groups (e.g. shared data, skills needs, or cross-cutting sustainability issues).
- Alignment with national and regional initiatives, including Scottish Government priorities and UK-wide programmes.
- Resource availability, particularly the volunteer time of members and the availability of external funding.

Risks to delivery include limited engagement from members, lack of funding to support activity beyond volunteer capacity, or duplication of effort with other organisations. These risks will be reviewed periodically, with issues escalated through the Delivery Coordination Group to the Space Scotland Board where necessary.