



SPEEDBIRD PILOT ACADEMY

CANDIDATE PREPARATION MATERIALS

THE ONLINE APPLICATION

2024



WELCOME TO THE SPEEDBIRD PILOT ACADEMY.

“The Speedbird Pilot Academy will make the ambition of becoming a British Airways pilot **a reality** for people who’d previously written the option off because of the cost barrier.

Our aim is to attract the **very best talent** out there for our future generation of pilots.

Whether someone is just leaving school or embarking on a second career they never thought possible, **we’re levelling the playing field by removing the initial training cost barrier** to make a flying career more accessible to a wider range of people and **giving everyone an equal chance.”**

Sean Doyle, British Airways Chairman and CEO



CREATING YOUR APPLICATION



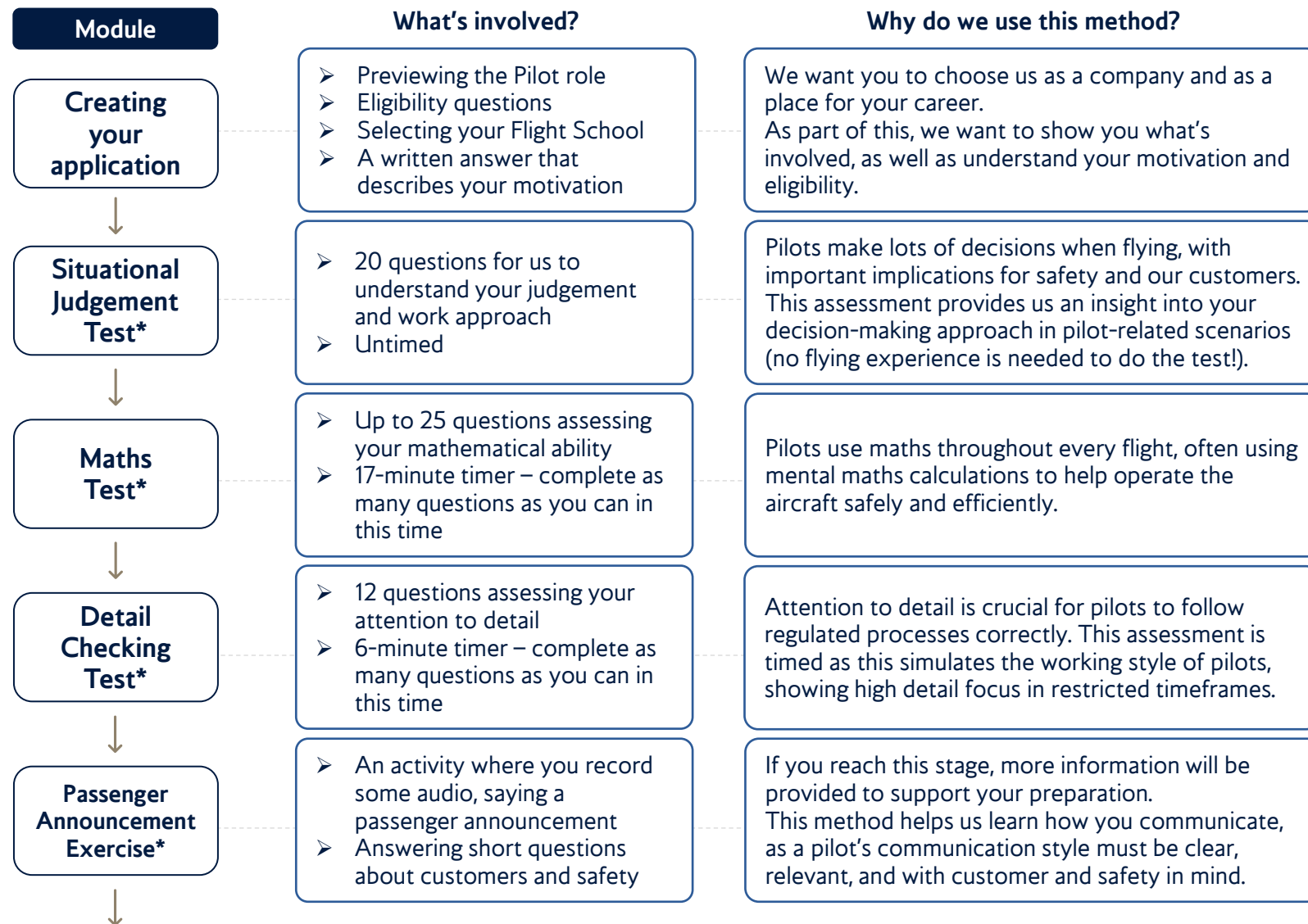
THE ONLINE ASSESSMENT JOURNEY



Our **assessment journey** aims to understand your **suitability** for a role with us as a British Airways Pilot.

During the process, you have the opportunity to learn about what being a pilot involves, and you can **decide whether this career is right for you.**

But remember – **great pilots** come from all backgrounds and it's this diversity which brings us immense value, both for our customers and for our colleagues.



*You will need to pass each assessment module in order to be invited to the next module.

If you pass all these online modules, we will invite you to an in-person Flight School assessment day.

CREATING YOUR APPLICATION



STEP 1 – ROLE PREVIEW

We recognise that considering a career as a pilot is a huge opportunity. We want you to have a preview of what could be in store for you.

You will be shown **information about being a pilot**, including **the lifestyle** and **what's involved in flight training**.

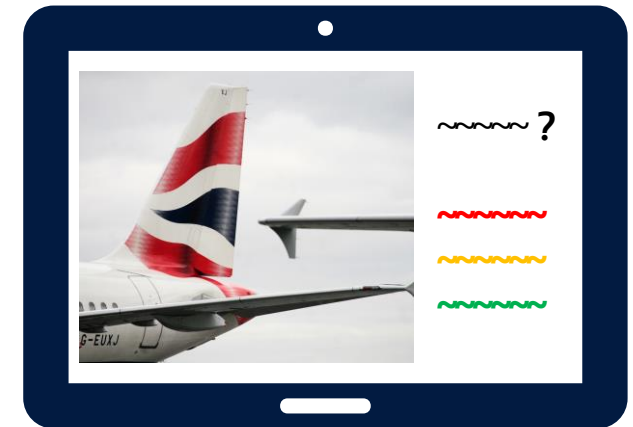
From a selection of responses, choose which one resonates most with you.

At the end of the module, you'll receive some **feedback based on your answers**.

We **do not measure or assess this** – we cannot see your answers!

This is your own space, and your opportunity to reflect whether a pilot career path is one that you truly want to take.

You can decide to continue with your application or consider one of the many other opportunities we offer at British Airways.



CREATING YOUR APPLICATION



STEP 2 – CHOOSING A FLIGHT SCHOOL

At the initial application stage, you'll also need to record your preference for the Flight School (or 'ATO' – Approved Training Organisation) where you'll be based.

Our only two official ATOs for the Speedbird Pilot Academy are Skyborne Airline Academy and FTEJerez.

You'll be prompted to select a preference, if you have one.

We will do our best to honour your choice but cannot guarantee this will be granted.

You may also need to record a preference of British Airways base, e.g. LCY/LGW/LHR.

Check out these links to learn more about the ATOs:

<https://www.ftejerez.com/ba.php>

<https://skyborne.com/uk/british-airways-speedbird-pilot-academy/>



CREATING YOUR APPLICATION



STEP 3 – THE SMALL PRINT

Before you get started, we'll ask you to confirm your **eligibility** to become a British Airways Pilot, in line with Civil Aviation Authority and BA standards.

To help you prepare, please read through the following eight requirements in advance to check that you meet the criteria become a Speedbird Pilot Academy cadet.

1. The right to live and work in the UK without sponsorship.
2. 17-55 years of age to apply and 18 to start training.
3. 6 GCSEs grade A-C or 5-9 including Maths, English and a Science or equivalent qualifications.
4. Fluent in English (and, if applicable, an ICAO Level 6 on completion of training). For non-native English speakers, you will need to bring a certificate proving you have achieved International English Language Testing System (IELTS) Level 5.5 overall, with no less than 5.5 in any individual area (Reading, Writing, Listening and Speaking). This must be the Academic test, not General Training.
5. A valid passport which permits unrestricted worldwide travel.
6. Your height must be between 1.57m (5'2") and 1.90m (6'3"). Height is accurately determined during the assessment process. If you're taller than 1.90m, you may apply, but may be required to undergo a functionality check.
7. Able to obtain and hold a UK CAA Class 1 medical with no restrictions and meet British Airways medical criteria.
8. Before your training starts, you must have completed our referencing and pre-employment checks to the satisfactory standard and supply satisfactory UK and international Criminal Record Checks.

CREATING YOUR APPLICATION



STEP 4 – MOTIVATION QUESTION

Once you have confirmed your eligibility, you can create an application. As part of this, we'll ask you to answer the following question:

How are you **actively interested** in a career in aviation? What have you **been doing** so far to pursue this, and how has this **motivated** you to **apply** to the Speedbird Pilot Academy?

(maximum 1500 characters, around 250 words)

What are we looking for?

- ✓ Tangible, specific reasons for why you are applying, **showcasing your originality**.
- ✓ **Actions you have taken**, big or small, to research and pursue a career as a pilot. We can't give you examples here as we want to hear your unique journey.
- ✓ Why both the **Speedbird Pilot Academy** and **British Airways** specifically appeals to you.

What are we **not** looking for?

- × Vague, unclear reasons for why you are applying.
- × Answers written by ChatGPT or similar – we have methods to check for this. Using AI can remove your own individuality, which we want to see shine through in your application.
- × Answers that do not link to British Airways, our values, or the Speedbird Pilot Academy.

A close-up, low-angle shot of a propeller hub. The hub is metallic and features a prominent white stripe. The background is slightly blurred, showing the structure of the aircraft's engine bay.

ASSESSMENT 1

SITUATIONAL JUDGEMENT TEST

SITUATIONAL JUDGEMENT TEST (SJT)



PURPOSE AND BACKGROUND

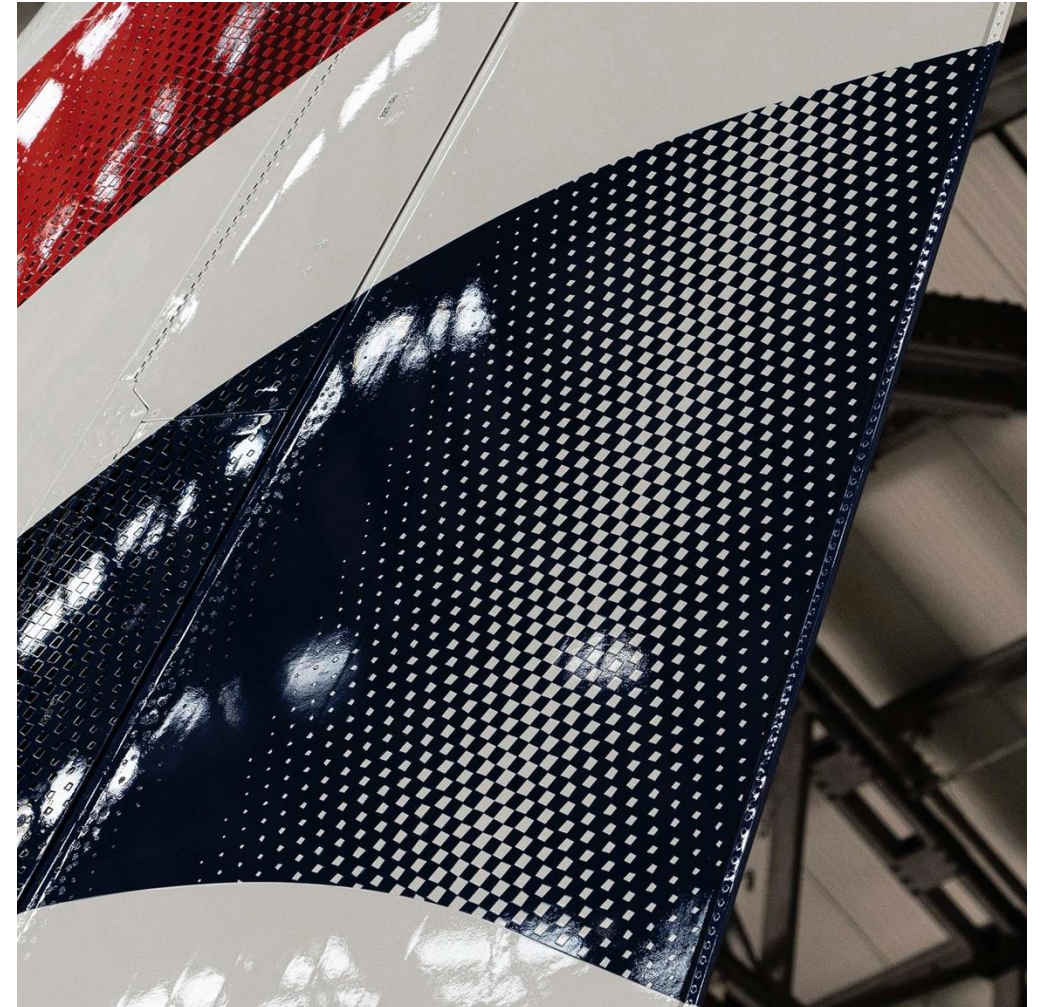
Judgement is critical for the safe and efficient operation of an aircraft, even in the small decisions that pilots make.

Being a pilot isn't just about being able to fly a plane and knowing what to do. It's also about the **human being behind the controls** – and how that person **works and interacts with others**.

In the SJT, you must decide on **what action to take** in response to different situations. It may not be exactly what you would do, but you must choose the option you believe is **most effective** for working as a pilot.

You do not need any technical knowledge to complete the SJT. What might help, however, is to learn about '**Pilot Competencies**'.

We encourage you to research a range of pilot competencies online, to help you understand what we are measuring in the SJT.



SITUATIONAL JUDGEMENT TEST (SJT)



Here are some real examples from the Maths test used in the 2023 Speedbird Pilot Academy. In each of them, imagine that you are a pilot (First Officer) at British Airways.

Activity: Try and select the correct response, then check **page 19** to see how you did!

1

You notice the Captain has adjusted course, deviating from the flight plan by 15 degrees. They say it's to avoid some turbulence that they experienced on previous flights that week.

What would you do?

- a) Discuss with the Captain and highlight your concerns. Suggest updating Air Traffic Control of your intentions.
- b) Take the controls and revert back to the original flight path.
- c) Trust the Captain as they have flown the route many times, with 13 years' experience flying.
- d) Contact Air Traffic Control to see if there is any turbulence reported ahead.

2

Imagine you are working as a pilot, and you see that a colleague has failed to observe a security notice and is putting themselves at risk by standing in a restricted area.

What would you do?

- a) I shout at the colleague to get back to safety immediately and report them to management.
- b) I don't want to embarrass them so I wait for them to come back and then tell them quietly that they shouldn't have been standing in the restricted area as it's dangerous.
- c) I put the colleague's behaviour to one side and ask my manager to arrange for the whole team to have additional training. This would be fairer to the colleague.
- d) I politely ask the colleague to exit the restricted area and then explain why their behaviour was unsafe. I report the incident so others can learn from it.

3

The Captain is late to report for a flight and has asked for you to brief the crew and prepare the aircraft. This would be your first time doing it.

What would you do?

- a) Be honest with the Captain that you've never done it before and gently remind them it is not your responsibility, which they will know.
- b) Go and perform the task. You have been trained to do this, and the Captain will be able to correct any mistakes later.
- c) Tell the Captain you've never done this task before so you will need to be talked through what you need to do.
- d) Politely refuse to do the task because the responsibility is officially the Captain's. Shadow the Captain when they arrive so that you learn what to do.



ASSESSMENT 2

MATHS TEST

MATHS TEST



PURPOSE AND BACKGROUND

Pilots rely on their mental maths skills for tasks like distance navigation, fuel calculations, and assessing risks.

The Maths test helps us to understand your ability to process numerical information. It's a timed assessment, because in a flight environment, you'll need to work with numbers with time restrictions too.

Here are some links that may help you prepare:

Maths, BBC Bitesize resources

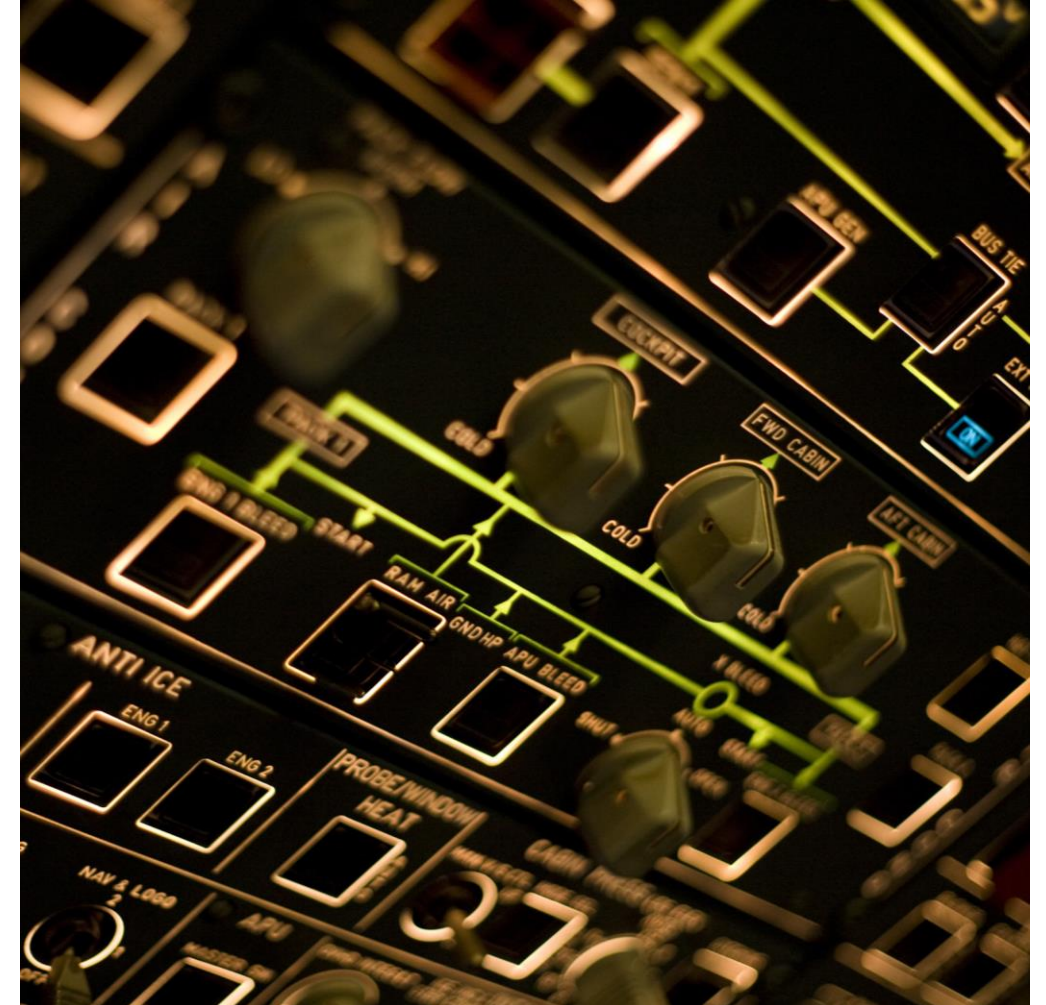
<https://www.bbc.co.uk/bitesize/subjects/z6vg9j6>.

Specifically - GCSE Maths, AQA

<https://www.bbc.co.uk/bitesize/examspecs/z8sg6fr>

SHL Practice Tests – Specifically the Calculation Test

<https://www.shl.com/shldirect/en/practice-tests/>



MATHS TEST



Here are some real examples from the Maths test used in the 2023 Speedbird Pilot Academy.

Activity: Try and select the correct response, then check **page 20** to see how you did!

1

A plane is making a 560-mile journey. If the plane travels at a speed of 160 miles per hour for the first 200 miles and then at a speed of 120 miles per hour for the rest of the journey, how long will the journey take?

- a) 3 hours and 15 minutes
- b) 3 hours and 30 minutes
- c) 4 hours and 15 minutes
- d) 4 hours and 30 minutes
- e) 5 hours

2

Cassandra is creating a scale model of an Airbus A320. If the wingspan of the real aircraft is 34 metres, and the model has a wingspan of 40 centimetres, what is the ratio from the real aircraft to the model?

- a) 80:1
- b) 85:1
- c) 89:1
- d) 95:1
- e) 117:1

3

A pilot first flew from EGXC to collect a passenger at EGYD. They then flew to EGYM together. What is the total distance flown by the pilot?

Distances between the airports (in codes) have been given in nautical miles.

	EGVN	EGXC	EGXP	EGXU	EGXV	EGYD	EGYM
EGVN	-	96	101	138	133	86	95
EGXC	96	-	19	69	48	12	37
EGXP	101	19	-	51	33	17	56
EGXU	138	69	51	-	30	67	106
EGXV	133	48	33	30	-	50	81
EGYD	86	12	17	67	50	-	44
EGYM	95	37	56	106	81	44	-

- a) 38
- b) 44
- c) 49
- d) 56
- e) 62



ASSESSMENT 3

DETAIL CHECKING TEST

CHECKING TEST



PURPOSE AND BACKGROUND

Attention to detail is crucial to operating an aircraft safely and providing your co-pilot and air traffic control with the correct information, down to the last letter.

The Detail Checking test helps us understand your ability to work with information accurately.

Just like the maths test, this is also a timed assessment, as this tries to simulate the time-sensitive work that pilots undertake.

Here are some links that may help you prepare:

Online Free Detail Checking Tests, e.g.

<https://www.123test.com/error-checking-test/>

<https://assess.ly/en/error-checking-practice/>



CHECKING TEST



Here are some real examples from the Checking test used in the 2023 Speedbird Pilot Academy.

Activity: Try and select the correct response, then check **page 21** to see how you did!

1

Here is some information showing passengers' passport data.

Ref no.	Surname	Passport no.	DOB	Expiry Date	Flight no.
U243	Johnson	235612789	12.09.88	28 Jan'25	1678
J887	Woods	133678904	04.02.93	17 April'19	2234
S483	King	525886532	24.10.57	03 August'22	6501
B654	Oakley	239653821	31.03.90	23 June'28	2871
F217	Milne	354464342	18.12.74	30 December'18	3923

Please select any categories which contain an error:

Ref no.	Surname	Passport no.	DOB	Expiry Date	Flight no.
U243	Johnson	235612789	12.09.78	28 Jan'25	1678

- a) Reference Number
- b) Surname
- c) Passport Number
- d) Date of Birth
- e) Expiry Date
- f) Flight Number
- g) No Errors

2

This is a table relating to aircraft information about the British Airways fleet.

Three statements are correct, and one is incorrect. Which statement is incorrect?

Aircraft	Type	Range	Max speed	Passengers	Base
G-XWBI	A350	8,700 nm	595 kts	331	LHR
G-ZBJC	B787	8,200 nm	515 kts	214	LHR
G-VIIH	B777	3,700 nm	512 kts	336	LGW
G-XLEA	A380	8,255 nm	510 kts	469	LHR
G-LCAE	E190	1,800 nm	481 kts	98	LCY
G-GATL	A320	3,500 nm	460 kts	180	LGW

- a) Aircraft G-VIIH has a range of 3,700 nm and is based at LGW.
- b) Aircraft G-GATL is type A320 and has a max speed of 460 kts.
- c) Aircraft G-XLEA has a range of 8,555 nm and is based at LHR.
- d) Aircraft G-XWBI is type A350 and has a max speed of 595 kts.



ANSWERS AND GUIDANCE

(FROM THE EXAMPLE PRACTICE QUESTIONS)

SITUATIONAL JUDGEMENT TEST (SJT)



1

You notice the Captain has adjusted course, deviating from the flight plan by 15 degrees. They say it's to avoid some turbulence that they experienced on previous flights that week. What would you do?

a) Discuss with the Captain and highlight your concerns. Suggest updating Air Traffic Control of your intentions.

b) Take the controls and revert back to the original flight path.

c) Trust the Captain as they have flown the route many times, with 13 years' experience flying.

d) Contact Air Traffic Control to see if there is any turbulence reported ahead.

This is the correct answer because it involves challenging the decisions which could impact safety (tip: research 'Crew Resource Management'), even if that means challenging your 'superior' in command of the aircraft.

It also is important to notify others of your intentions, linking to the Communications pilot competency.

2

Imagine you are working as a pilot, and you see that a colleague has failed to observe a security notice and is putting themselves at risk by standing in a restricted area. What would you do?

a) I shout at the colleague to get back to safety immediately and report them to management.

b) I don't want to embarrass them so I wait for them to come back and then tell them quietly that they shouldn't have been standing in the restricted area as it's dangerous.

c) I put the colleague's behaviour to one side and ask my manager to arrange for the whole team to have additional training. This would be fairer to the colleague.

d) I politely ask the colleague to exit the restricted area and then explain why their behaviour was unsafe. I report the incident so others can learn from it.

Reporting the incident is not personal, it is the right thing to do in the interest of safety.

Being polite links to having good Professional Standards (a core pilot competency area), and explaining the decision to the colleague demonstrates good Leadership and Teamwork, another pilot competency.

3

The Captain is late to report for a flight and has asked for you to brief the crew and prepare the aircraft. This would be your first time doing it. What would you do?

a) Be honest with the Captain that you've never done it before and gently remind them it is not your responsibility, which they will know.

b) Go and perform the task. You have been trained to do this, and the Captain will be able to correct any mistakes later.

c) Tell the Captain you've never done this task before so you will need to be talked through what you need to do.

d) Politely refuse to do the task because the responsibility is officially the Captain's. Shadow the Captain when they arrive so that you learn what to do.

This answer is correct because it's crucial that procedures are followed correctly. If you haven't done this procedure before, need help, and still have a channel through which you can communicate with a colleague (the Captain) to support you, then this will help you follow the procedure correctly.

MATHS TEST



1

A plane is making a 560-mile journey. If the plane travels at a speed of 160 miles per hour for the first 200 miles and then at a speed of 120 miles per hour for the rest of the journey, how long will the journey take?

- a) 3 hours and 15 minutes
- b) 3 hours and 30 minutes
- c) 4 hours and 15 minutes
- d) 4 hours and 30 minutes
- e) 5 hours

The best method is to break this down into workable parts.

This 560-mile journey can be split into 2 parts; the 1st part is 200 miles, and the 2nd part is 360 miles.

Part 1: 200 miles
The first 160 miles would take **1 hour** to travel if moving at 160mph. At that speed, it would take **15 minutes** to travel the remaining 40 miles (25% of 1 hour = 25% of 160 miles).

Part 2: 360 miles
If you are travelling at 120mph, you can cover 120 miles each hour. $360 \text{ [miles]} \div 120 \text{ [miles per hour]} = \mathbf{3 \text{ [hours]}}$.

1 hour + 15 minutes + 3 hours = 4 hours and 15 minutes

2

Cassandra is creating a scale model of an Airbus A320. If the wingspan of the real aircraft is 34 metres, and the model has a wingspan of 40 centimetres, what is the ratio from the real aircraft to the model?

- a) 80:1
- b) 85:1
- c) 89:1
- d) 95:1
- e) 117:1

To figure out this ratio, you need to compare the size difference between Cassandra's A320 model wingspan and the real aircraft wingspan.

Currently, one is metres, and the other is centimetres. Converting these to the same unit will help your calculations.

At 34 metres, the real aircraft wingspan equals 3400 centimetres.

Now, you have your initial ratio of 3400cm (aircraft) : 40cm (model).

Divide both sides by 40 (so that the 40 becomes '1', and the 3400 becomes '85').

This leaves you with **85:1**.

3

Distances between the airports (in codes) have been given in nautical miles.

	EGVN	EGXC	EGXP	EGXU	EGXV	EGYD	EGYM
EGVN	-	96	101	138	133	86	95
EGXC	96	-	19	69	48	12	37
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EGYM	95	37	56	106	81	44	-

A pilot first flew from EGXC to collect a passenger at EGYD. They then flew to EGYM together. What is the total distance flown by the pilot?

- a) 38
- b) 44
- c) 49
- d) 56
- e) 62

Where EGXC and EGYD interact on the table (blue circle), this shows 12 nautical miles between airports.

The distance between EGYD and EGYM is **not** the red circle, as this shows the distance between EGXC and EGYM.

Instead, it is 44, the green circle, where EGYD and EGYM interact on the distance table.
12 + 44 = 56

CHECKING TEST



1

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U243	Johnson	235612789	12.09.78	28 Jan'25	1678

a) Reference Number

b) Surname

c) Passport Number

d) Date of Birth

e) Expiry Date

f) Flight Number

g) No Errors

All figures in the bottom table match up to the row at the top of the reference table, except for **Date of Birth**.

The correct Date of Birth at the top is 12.09.88, whereas the incorrect Date of Birth shown on the bottom table is 12.09.78.

You'll need to check each piece of data individually in order to be sure of your answer, because this question would have allowed you to select multiple options.

2

Aircraft	Type	Range	Max speed	Passengers	Base
G-XWBI	A350	8,700 nm	595 kts	331	LHR
G-ZBJC	B787	8,200 nm	515 kts	214	LHR
G-VIIH	B777	3,700 nm	512 kts	336	LGW
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Which statement is incorrect?

a) Aircraft G-VIIH has a range of 3,700 nm and is based at LGW.

b) Aircraft G-GATL is type A320 and has a max speed of 460 kts.

c) Aircraft G-XLEA has a range of 8,555 nm and is based at LHR.

d) Aircraft G-XWBI is type A350 and has a max speed of 595 kts.

The question asks you to identify which one statement is incorrect. Options A, B, and D are all correct, as their information matches the reference table.

Option C is the only one which doesn't match, because the aircraft **Range** is **8,255 nm**, not **8,555 nm**.

Make sure to check both what the question is asking you, as well as each option incrementally.