



Diversity, Equality & Inclusion in the UK Offshore Wind Sector

■ The offshore wind sector deal delivery

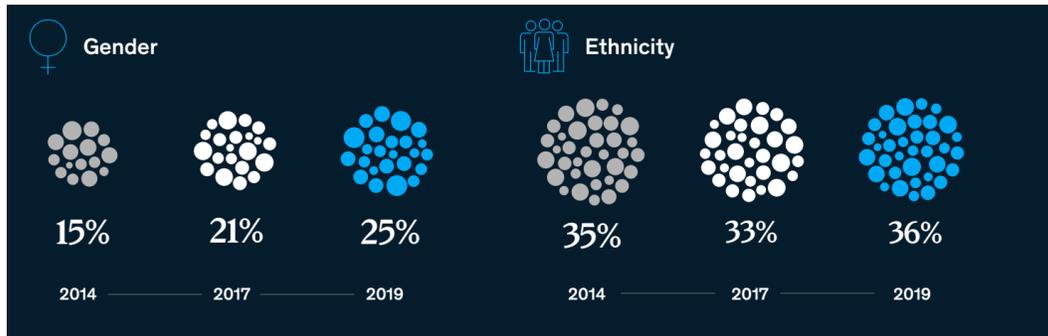
Offshore Wind Sector Deal

- Agreed in 2019 with a revision in 2022
- Ambition to install 50GW of offshore wind (including 5GW of floating wind) by 2030
- Urgent need to increase the total number of people working in offshore wind (30k now to >100k in 2030)

Delivery Groups

- Offshore Wind Industry Council is the responsible body for delivering the sector deal supported by Renewable UK
- Various workstreams – People & Skills has responsibility for workforce development – Investment in Talent group
- Diversity Working Group has responsibility for implementing targets & solutions – Co-chairs, Gender Champion, Ethnicity Champion
- Made up of industry professionals

There's not only a moral imperative for implementing D&I policies but also a strong business case



Diverse teams are better at solving complex problems

McKinsey

- Data taken from 1000 companies in 15 countries
- Companies with a gender diverse workforce are 25% more likely to outperform their peers
- Companies with an ethnically diverse workforce are 36% more likely to outperform their peers

Deloitte

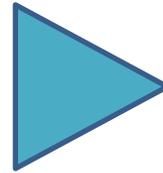
- Analysis covers 50 organisations globally representing 1 million employees
- Companies with an inclusive culture are 8 times more likely to achieve better business outcomes

The D&I targets set by the groups were reflective of the census data prior to 2021

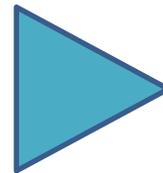
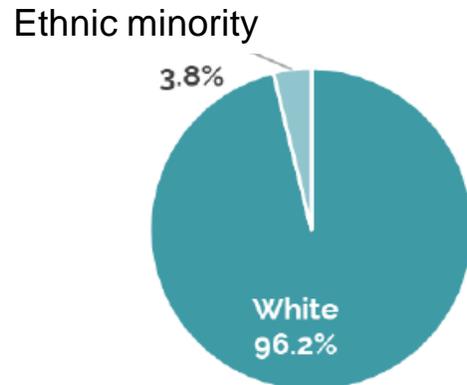


2022 Offshore Wind workforce based on 31,000 employees (Survey published 2022)

Gender Balance



Ethnicity



- D&I key commitments set by Offshore Wind Sector Deal in 2020:
 - **33% women** in offshore wind by 2030 (up from 18%) with ambition to reach **40%**
 - **9% ethnic minorities** in offshore wind by 2030 (up from c.3-5%) with ambition to reach **12%**
- 2023 survey data due to be published imminently

The production of a 'Best Practice Guide' has been one of many outputs from the group



Diversity & Inclusion Best Practice Guide (BPG) published in 2020

Document produced with sector-wide collaboration and external partners in order to promote Diversity & Inclusion within the industry

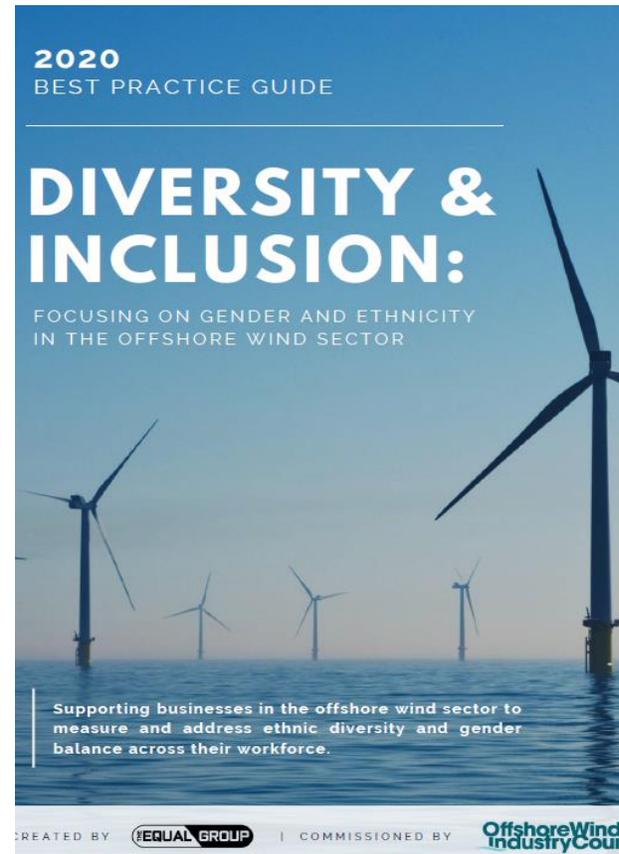
Topics include

- Engagement and attraction,
- Recruitment,
- Retention
- Progression
- Leadership
- Culture
- Intersectionality

presented through case studies, checklists, guides and FAQs

BPG shared with networks and supply chain with a strong focus on better data collection to measure progress and manage D&I priorities

Further advances have been included in the new edition (published late 2021)



Many leading organisations in offshore wind have already implemented tangible solutions



Offshore Wind Participant	Area of Focus	Overview
	Attraction & Engagement	Gender neutral language for job adverts, Commitment to flexible working, Gender diverse recruitment panels, Values based selection criteria
	Progression & Development	Removal of bias from global talent programmes, Self nomination, Debiased assessment process, Gender diverse interview panels, Monitoring of diversity outcomes
	Leadership	Shadow Board, Switch List, Future Leaders Programme, Member Values Charter
	Culture & Retention	VIBE (Voice of Inclusion & Balanced Ethnicity) Network
	Attraction & Engagement	STEMNET Ambassador programme for schools & colleges

Future possible activities are all aimed at improving D&I in the industry over the short, medium and long term



- Annual workforce survey
- Alignment of targets (including for management levels specifically) based on 2021 census figures
- Update of the Best Practice Guide to include disability, neurodiversity & social mobility
- Bursary scheme for students
- Improving data collection, particularly for ethnicity data
- Further engagement with schools
- Extensive culture change to tackle unconscious bias & micro-agressions
- Best practice for other countries developing offshore wind activities