

Our strategy: **Equality, diversity and inclusion**

ED&I Strategy | January 2021



What is the purpose of this ED&I Strategy?

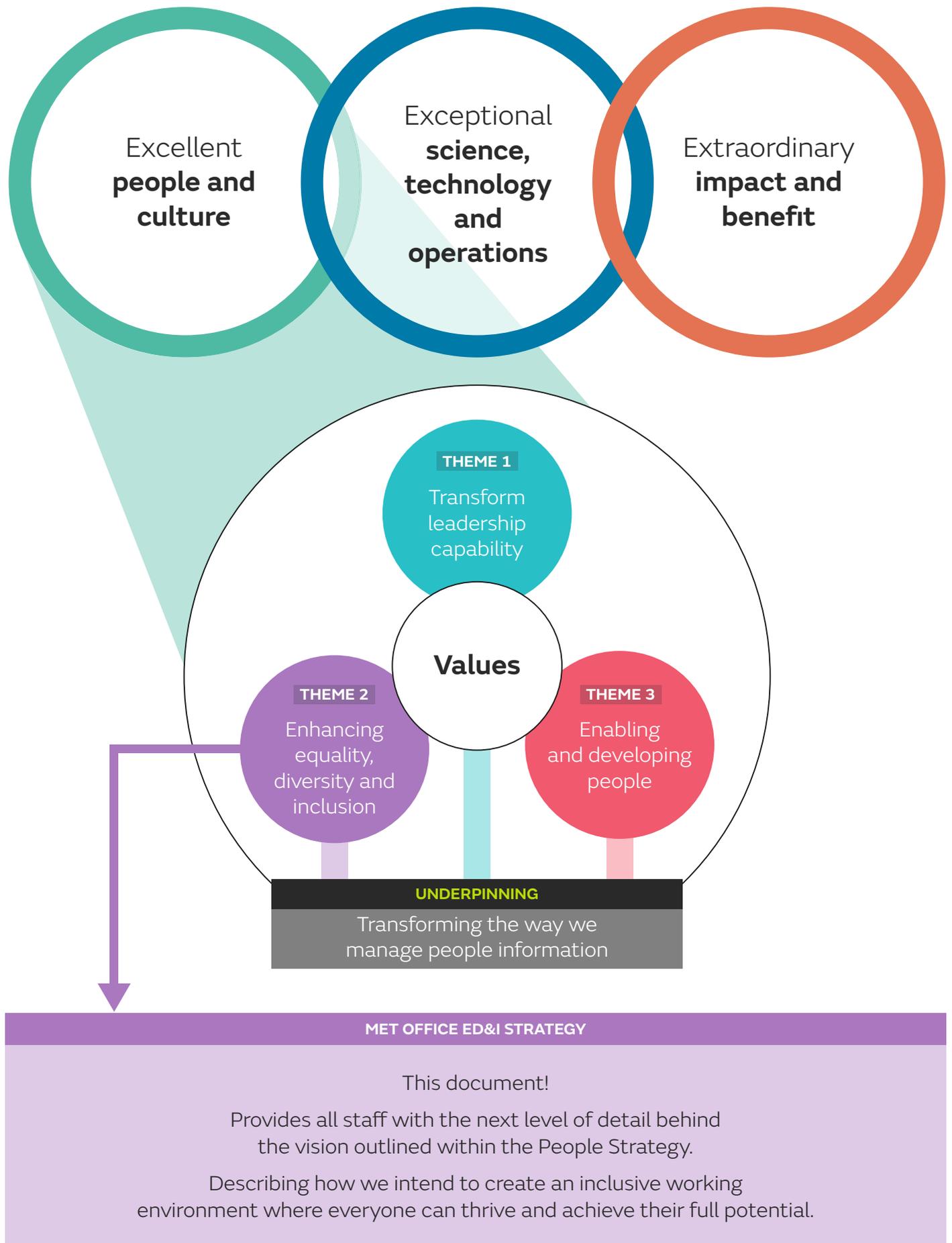
“Excellent People and Culture” forms one of the three anchors within our corporate Strategy.

The People Strategy outlines how we will **“Lead and invest in our people and culture to make the Met Office a great place to work for all”**.

The People Strategy has three themes, one of which is **“Enhancing Equality, Diversity and Inclusion”**.

This ED&I Strategy provides the next level of detail on this theme, and how we plan to increase the diversity of the organisation and create an inclusive working environment where everyone can thrive and achieve their full potential.

Our strategy



So what is the plan?

We have always been committed to ED&I and have done some great work in this space. But now for the first time, we have a clear line of sight from the Corporate Plan, through the People Strategy, to embedding a coordinated approach to enhancing ED&I at the Met Office via this new ED&I Strategy and Action Plan.

Championed by the Board and Executive Team we have published a set of equality objectives which demonstrate externally our commitment and focus to enhance ED&I at the Met Office.

OBJECTIVE 1

Engaging with and understanding the diversity of our people.

OBJECTIVE 2

Advancing equality of opportunity.

OBJECTIVE 3

Increasing representation of under-represented groups at all levels.

OBJECTIVE 4

Zero tolerance to bullying, harassment and discrimination.

Our objectives, strategy and action plan will all evolve over time, but the initial 14 priority workstreams are shown here.

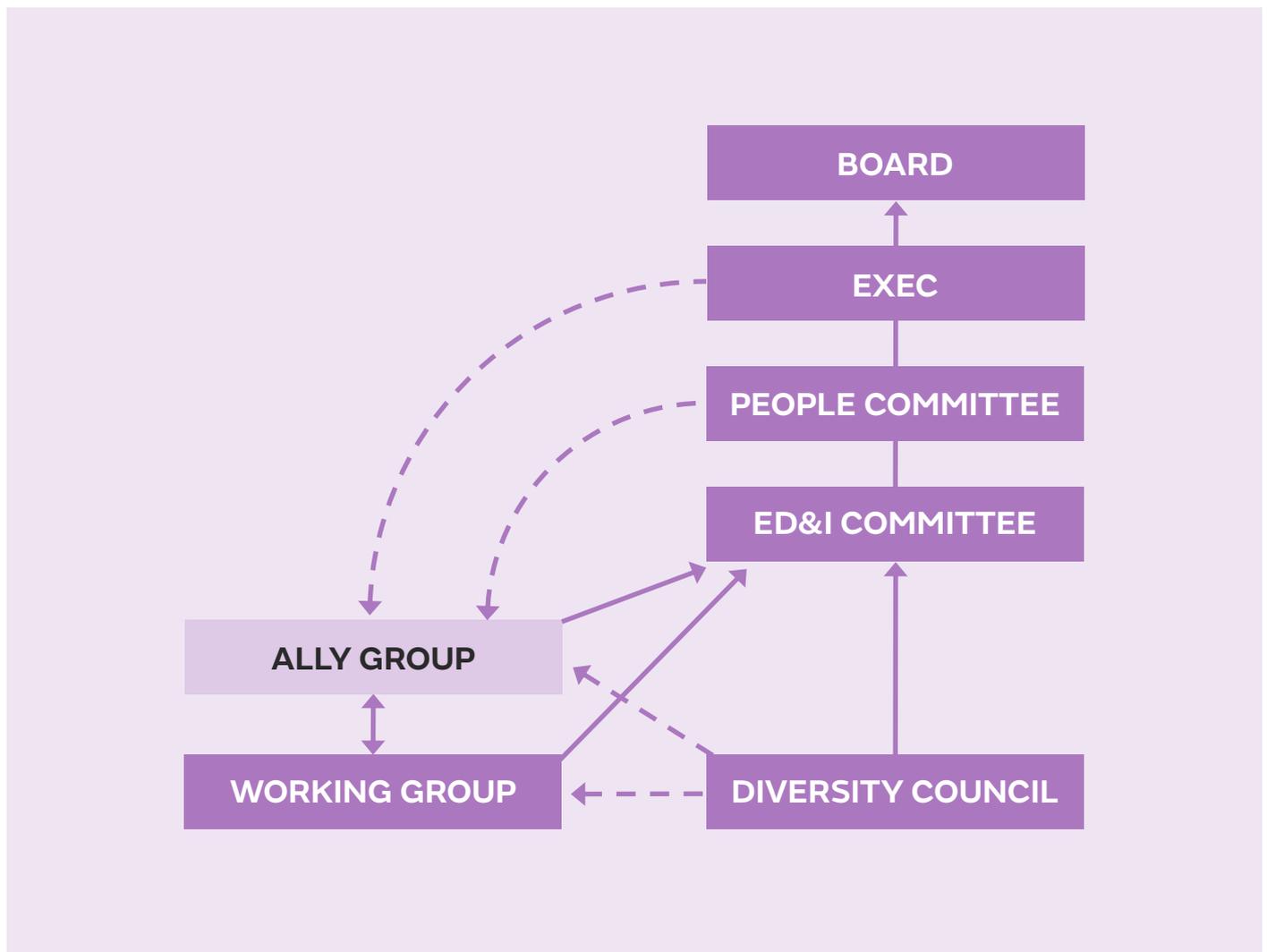


That's ambitious, how will we deliver it?

A new permanent ED&I committee will report monthly to People Committee, quarterly to the Exec, and annually to the Board.

The ED&I committee will be responsible for delivery of this ED&I Strategy, the Equality Objectives, via the underpinning, ever-evolving action-plan.

The ED&I working group will lead on delivery of our ambitious multi-year action-plan, including our externally published objectives. Reporting monthly updates to the ED&I Committee.



The Diversity Council (attended by the network leads of our staff-led ED&I networks) will continue to receive the support of Exec sponsorship and the new ED&I committee.

A new Met Office Ally Community will help us to better celebrate diversity, learn from each other, grow understanding of the issues that other colleagues face, and help us all create an inclusive environment where all staff feel valued and respected. This Community will have an online presence, will hold regular talks, host guest speakers, and importantly will provide a safe space for ED&I related conversations and questions that our staff and networks want to explore in more detail.

What will success feel like?

- We will have a more diverse workforce which will be more representative of the society which we serve.
- All staff will feel valued and able to achieve their full potential.
- Our products, services and external engagements will be more accessible and inclusive.
- We will have the data and management information on which to base our plans and assess the success of new initiatives.
- We will all experience how diversity can fuel innovation.
- Our leaders, managers and processes will become more inclusive.
- As our Change Management capability, tools and processes mature, we will increasingly consider and consult people's requirements and needs in all changes.
- Our employee experiences will be better understood, and inclusive design will be used to drive improvements for all.
- We will become an employer and partner of choice.
- We will have embedded a focus on ED&I and continuous improvement into how we operate.



In summary: we will be far better placed to achieve our vision to be “recognised as global leaders in weather and climate science and services in an ever changing world”.

How can I learn more or get involved?

Visit our new **ED&I Hub within People Centre** for all your ED&I information. It's a one stop shop for everything ED&I related:

- Look up information on policies and training
- Check out our staff networks
- Find out more about our Ally Community
- Catch up on our videos, podcasts, blogs and dates for your diary
- If you have any comments, feedback or questions please contact us on AskEDI@metoffice.gov.uk

