

Equality, Diversity and Inclusion Strategy

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What is the purpose of this Equality, Diversity and Inclusion Strategy?

Ensuring the Met Office remains an inclusive organisation with a diversity of staff and thought.

Alignment with our Corporate Strategy, People Strategy and Research and Innovation Strategy.

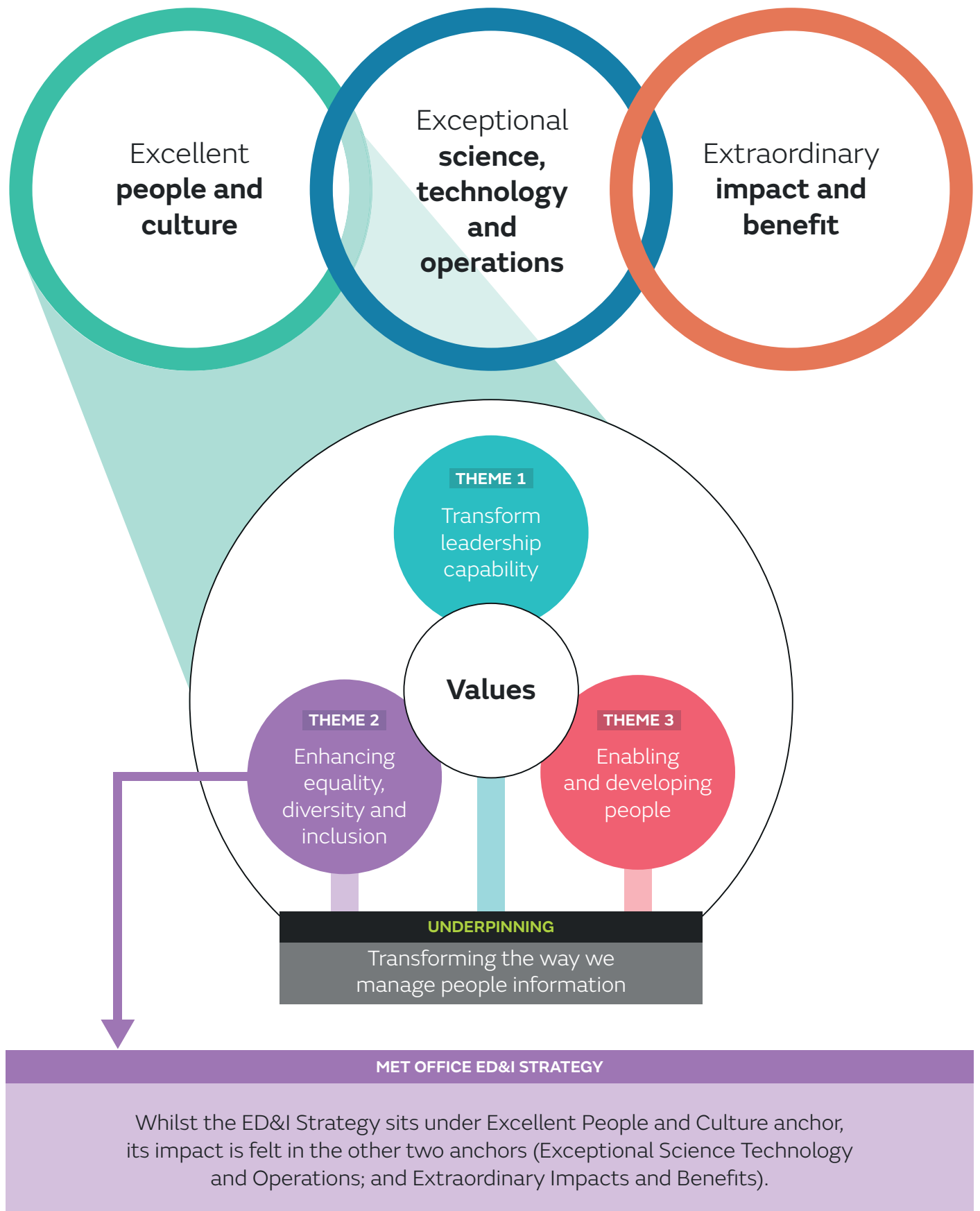
Providing clarity to staff and external parties, including the Equality and Human Rights Commission, around delivery of our equality objectives[†].

Ensuring compliance with our legal duties^{*} and contractual commitments.

^{*}The Equality Act 2010 and associated legislation.

[†]These objectives were created in 2020 following consultation by the ED&I Strategic Action Team with a wide range of staff.

Alignment with the Met Office Strategy



So what is the plan?

From the original design of our Exeter Headquarters through to our recent achievement of the Investors in Diversity award, we have long held a strong commitment towards ED&I. This strategy document articulates how we align our corporate strategies to our ED&I activity and action plans. Our action plans also reflect ED&I activity in the wider Civil Service.

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.

We changed our first objective in October 2021 to recognise that we are covered by the Public Sector Equality Duty and to reflect that we deliver services to wide range of customers. The ED&I team carried out consultation with a wide range of staff across the Met Office around this change.

OBJECTIVE 1

Engaging with and understanding the diversity of our people and those we serve.

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.

How will we deliver it?

Our experienced, ED&I team support the delivery of the ED&I Strategy and the smooth running and operating of the Diversity Council, ED&I Working Group and ED&I Committee.

The ED&I Working Group supports and facilitates the delivery of multi-year action-plans aligned to the four objectives.

The Diversity Council is attended by staff-led networks [and associated groups] meeting to collaborate and influence best practice across the Met Office.

The ED&I Committee discusses issues in the wider Met Office Directorates around ED&I and provides oversight of the delivery of the ED&I Action Plan. It acts as the forum for information exchange and supports the ED&I Working Group, Diversity Council and ED&I Lead.

The People Committee review proposed updates to the ED&I Strategy, ED&I Action Plan and policies.

The Board have oversight that the ED&I activity is aligned to their strategic intent and meets their expectations.

We have a range of **staff networks** representing the interests of all nine protected characteristics and support from the Ally Community, Dignity and Respect at Work DRAW advisors and Wellbeing Champions.

External Civil Service Networks are also available for staff to access if there is a more appropriate fit or when internal numbers are small.



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”.

More information can be found at www.metoffice.gov.uk

