

Building inclusion, safety & wellbeing in offshore wind

What our research found about inclusion across the offshore wind sector, and the basis for the Offshore Wind Industry Council's Equity, Diversity & Inclusion Best Practice Guide.

Hiring a more diverse workforce is only the start. What matters just as much is whether people **stay, feel safe, and can get on**. Our research looks at the everyday things that decide that, and what the sector can do about them.

— WHAT WE HEARD

- **Role models matter.** People need to see others like them in senior and technical roles to believe the job is for them.
- **Flexible working is valued but hard to get offshore.** It matters to fathers and carers, not just mothers.
- **Offshore workers feel cut off.** EDI work is visible onshore but rarely reaches the vessel or platform.
- **Scepticism is real.** EDI can feel like box-ticking when leaders do not follow through.
- **Line managers make or break it.** Day to day, a person's manager shapes how included they feel more than anything else.

Inclusion is physical, not just cultural

PPE designed around male bodies, and welfare facilities built for an all-male crew, are safety and retention problems, not just comfort issues. The physical setup tells people whether they belong.

It is good for people, and for performance

When people feel valued and supported, they do better work and bring more ideas forward. Across the sector that means stronger collaboration, better solutions, and a workforce that can adapt. The push for clean energy needs exactly that.

— A ROADMAP TO INCLUSION

The guide sets out ten steps for an inclusive culture. They group into four:

- 1 Lead and be accountable**
Model inclusive leadership at every level, bring more people into decisions, and be honest about progress and gaps.
- 2 Live the values daily**
Match stated values with everyday behaviour, make feedback and challenge normal, and deal with cliques and exclusion in teams.
- 3 Make it visible and co-created**
Make inclusion visible offshore as well as onshore, and build solutions with underrepresented groups, not just for them.
- 4 Fix the systems**
Check the things that quietly shut people out, like PPE, facilities and processes, and build in flexibility even in operational roles.

PROOF POINT · OFFSHORE WELFARE

An offshore welfare unit trialled with SSE Renewables at Beatrice improved morale, helped more women take part, and boosted retention. A concrete change we can trace back to this work.



Read the **full guide**

Scan the code for the Offshore Wind Industry Council's Equity, Diversity & Inclusion Best Practice Guide. It is the practical, sector-specific companion to this research, and free to download.

[Read the guides online at renewableuk.com](https://renewableuk.com)