

# Equality, Diversity & Inclusion Annual Report 2024-2025



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# Foreword



At the Met Office, our commitment to Equality, Diversity and Inclusion (ED&I) is not just a statutory obligation - it is a strategic imperative that underpins our ambition to be a truly inclusive, high-performing organisation.

This report not only highlights our achievements but also sets our strategic direction for the year ahead. One of the key milestones has been the introduction of our new equality objectives. Evidence-based and designed to foster a more inclusive and equitable environment for all employees, these objectives are supported by an Objectives and Key Results (OKRs) framework to help us set and track measurable ED&I goals.

Alongside our equality objectives, we introduced a Women in Leadership Apprenticeship programme. This initiative aims to inspire, motivate and empower women to realise their potential and pursue leadership roles by providing opportunities to develop skills, knowledge and behaviours.

As part of our Great Place to Work initiative, we partnered with That Little Agency to launch a new Met Office careers website. This modern and user-friendly platform has transformed our recruitment experience and improved our connection with professional employment networks. Since its launch, the site has attracted over 6,000 monthly visitors.

We also retained our Investors in Diversity award - a nationally recognised equality standard and were listed in the Top 100 Inclusive UK Employers Index 2024.

Our efforts to make recruitment more inclusive, such as providing interview questions in advance and promoting job share flexibility, demonstrate our commitment to attracting and retaining diverse talent. The continued development of our staff networks and Dignity and Respect Volunteers reflects our belief in the power of peer support and lived experience to drive meaningful change.

As we move forward, our recently launched strategy sets our vision for the next five years, placing our people and values at its core. By aligning our ED&I work with the Met Office's strategic goals, we ensure that inclusion is woven into the fabric of our operations, leadership and culture. Together, we continue to develop a workplace where everyone can thrive.



Tammy Lillie  
Chief People Officer

# Introduction

We play a vital role in helping you make better decisions to stay safe and thrive, whatever the weather.

The Met Office has grown to become a global authority on weather and climate intelligence. Today, we provide accurate, consistent and usable data, weather forecasts, national severe weather warnings, and climate science that supports everything from daily life and travel to working with UK government and critical industry sectors including defence, transport, agriculture, energy and emergency response.

Our operations run around the clock using cutting-edge supercomputing capability, satellite data, observation networks and more to monitor the atmosphere and predict how it will change. We receive over 50 billion observations each day from satellites and observation networks on land, sea and air. We also collaborate with international partners to improve global understanding of weather and climate, and work with local communities to develop vital services that protect lives and livelihoods.

[Our recently launched strategy](#) sets out our vision for the next five years.

Our values are our guiding principles. They reflect who we are and what we stand for here at the Met Office. They underpin every decision we make and the way in which we get our work done each and every day.

Our values are:



**We're a force  
for good.**



**We're experts  
by nature.**



**We live and  
breathe it.**



**We're better  
together.**



**We keep  
evolving.**



# Our approach to equality, diversity and inclusion

We strive to be a great place to work. In June 2025, we launched our new five-year corporate strategy, which places our people and values at its core. Both are fundamental to achieving our vision that by 2030, the Met Office will be delivering the most trusted weather and climate intelligence in a radically changing world. We are inclusive, supportive and accepting and want everyone to be the best that they can be, both in and outside work.

This report outlines key achievements and initiatives for 2024-25. These should be considered alongside the Met Office's Annual Report and Accounts which provides further information on the diverse work of the Met Office.

This report aims to demonstrate how the Met Office is meeting the requirements of the Equality Act 2010. As a public body, we must comply with the Equality Act and specifically the Public Sector Equality Duty (PSED). This requires us to consider the impact of our activities and services on people who identify with one or more of the nine protected characteristics and also take proactive steps to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people who share protected characteristics and people who do not; and
- Promote good relations between those who share protected characteristics and those who do not.

In 2020, we published our first Equality, Diversity and Inclusion Strategy. This set out our approach to diversity and inclusion with an aim to make the Met Office a more diverse and inclusive organisation. This strategy also included our equality objectives which were focused on increasing representation, having a zero tolerance to bullying, harassment and discrimination and understanding the diversity of both our people and the people we serve.

Additionally, the Civil Service as a whole is committed to improving diversity. In 2022, The Civil Service Diversity and Inclusion Strategy (2022-2025) was published. This sets out actions to build a Civil Service that understands and draws from the communities it serves, is visible to everyone, is flexible and welcomes talent wherever it comes. As part of the Civil Service, we have ensured that our activities have aligned with this strategy. This strategy is currently under review and will be aligned with the emerging priorities of the new government.



# Our approach to equality, diversity and inclusion

Last year, we started to review our equality objectives, we are legally obliged to review and refresh them every four years. Bringing together our staff networks and our ED&I committee, we created two new evidence-based objectives. These draw on data from the Civil Service People Survey, Great Place to Work and Investors in Diversity. Our new objectives will drive our strategic direction for progressing equality, diversity and inclusion over the next four years.

Our new equality objectives are:

## 1. Evolve our workplace and practices to be more inclusive of people with disabilities.

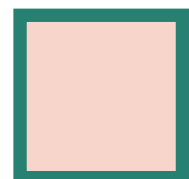
We aim to create a more inclusive workplace for our current and future disabled employees. We want to embed a culture where disabled employees feel confident that they won't be treated unfairly or discriminated against because of their disability (visible or invisible). They should feel assured that when they ask for adjustments, their requests are considered fairly and implemented quickly.

## 2. Build an inclusive environment, where all employees feel valued, respected and fairly treated.

We are working to cultivate belonging, celebrate diversity, and address unacceptable behaviours such as harassment and discrimination.

In addition to developing our new objectives, we have reviewed our staff networks and began the process of reviewing our ED&I governance arrangements. The review of our staff networks was an opportunity to see how our networks could evolve and how activity could be optimised. Our new approach to ED&I governance will be finalised in summer 2025.

In 2021, we were awarded Investors in Diversity by the National Centre for Diversity. This award is a recognised national equality standard focusing on improving Fairness, Respect, Equality, Diversity, Inclusion and Engagement (FREDIE) practices in the workplace. We began reassessment in late 2023 and retained our award, achieving Silver status in May 2024. Additionally, we were listed in the Top 100 Inclusive UK Employers Index 2024.



Investors  
in Diversity  
Silver UK

Until  
January  
2026

## Highlights for **2024-25**

**11 Women** have enrolled on **Women in Leadership Apprenticeship**

Celebrating Black Meteorologists as part of **Black History Month**

**Retaining** our Investors in Diversity Accreditation

**Winner** of National Best Employer Brand at the Recruitment Advertising Awards

**24,500** applications have been processed across 615 campaigns on our **new careers website**

**Hosted 2 interns** from the Civil Service Autism Exchange Internship Programme

**543 students** completed our online work experience programme

**29 young people** participated in in-person work experience during the summer of 2025

**34%** of employees have a workplace adjustment passport

**Launching International Remote Working (IRW)** as an option under our Hybrid Working policy

# We are a 'Great Place to Work'

The Met Office is recognised as a great place to work. We are proud to have reached and retained the Great Place to Work (2023 and 2024) Trust Index benchmark for Super Large organisations. It has enabled us to attain a globally recognised certification as a Best UK Workplace. We reached the benchmark for the UK's Best Workplaces for Women and UK's Best Workplace for Technology in 2023, retaining the Technology accreditation in 2024. These achievements demonstrate our commitment to creating a workplace where employees feel valued, supported, and engaged.

As part of our benchmark obligations, we carry out an annual anonymous survey covering five key areas:

- Credibility
- Fairness
- Respect
- Pride
- Camaraderie

To maintain the accreditation, a minimum of 65% trust index threshold is required in the survey.

In March 2025, we carried out our third Great Place to Work survey, resulting in an engagement rate of 68%, which is a 3% increase from the previous two years. The survey compares us to the wider private sector. We recognise that we are operating in an increasingly competitive marketplace, so understanding and improving our employee offer is crucial if we want to attract skilled employees and strengthen our employee voice.

Using insights from the survey has allowed us to create an action plan that targets six key areas, as illustrated in the diagram above, some of those actions include:

- Evolving the Awards for Excellence celebration by refining the nomination process and increasing the event's accessibility
- Introducing an international remote working policy to support hybrid working
- Enhancing our meeting room technology to support hybrid working environments
- Developed and launched our careers website to improve candidate experience
- Implemented a professional competency framework to support career pathways



## Evolving our recruitment experience

In summer 2023, we started the process of procuring a new applicant tracking system. Our aim was to find a system that would showcase the Met Office as a great place to work while ensuring accessibility and improving user experience. Based on feedback from applicants, internal stakeholders, and industry insights, we transitioned to a new recruitment platform in April 2024. This platform makes it easier for hiring managers to carry out anonymised sifting whilst also speeding up recruitment with intuitive processes.

As part of our Great Place to Work initiative, we partnered with That Little Agency to create a new Met Office careers website. The website integrates seamlessly with our recruitment platform. This makes it easier for prospective candidates to find and apply for jobs, for us to connect with partners such as LinkedIn and Indeed, whilst also sharing Met Office employee stories.

Since the launch of the Met Office careers website in April 2024:

**24,500 applications have been processed across 615 campaigns**

**6,250 monthly visitors to the website**

**Won National Best Employer Brand at the Recruitment Advertising Awards**

As well as evolving our recruitment experience, in April, we also introduced a key performance indicator (KPIs) focusing on the recruitment practices for senior hires (Grade 6, Associate Director, Principal Fellow and Executive Director). This follows previous KPIs aimed at improving diversity at all stages of recruitment. The new KPI focused on creating and implementing best-practice resourcing guidance to strengthen and broaden our recruitment practices. Using learning from recent senior recruitment campaigns, we introduced guidance that promotes proactive resourcing techniques such as:

- Using LinkedIn tooling to maximise reach enabling us to approach candidates from more diverse backgrounds
- Determining the most appropriate selection method for the role, for example psychometric testing, stakeholder panel exercises
- Assessing the flexibility of the role i.e. full time, part time
- Considering when to extend recruitment campaigns if a diverse pool wasn't present

The guidance complements existing requirements such as the Civil Service recruitment principles and focuses on pre-campaign routes to market, attraction, sifting, interview and selection methods and onboarding.



# Evolving our recruitment experience

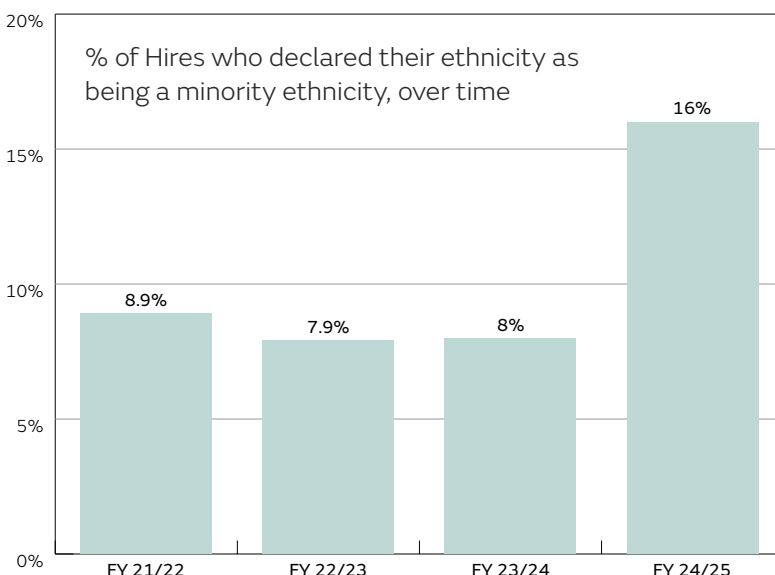
During 2024-25, we ran 21 campaigns for roles Grade 6 and above, which resulted in 1100 applications and 26 roles being successfully filled. 30.6% identified as female, 65.4% identified as male and 3.6% left the question blank. Further data is not being shared, due to the risk of identification.

As part of our inclusive recruitment practices, we have continued to use a number of measures. These include the use of inclusive language in job advertisements, tested with Gender Decoder. We offer flexible working arrangements, focus on essential skills, and welcome alternative methods for demonstrating skills evidence. With the launch of our new career's website, we can more effectively communicate workplace adjustments and encourage candidates to request these during the recruitment process. Such adjustments have included providing questions in advance, arranging BSL interpreters, adjusting interview times, and offering both virtual and in-person interviews.

The table below presents our data for underrepresented areas since we established a baseline in 2021.

Under-represented area	Measure	Baseline 2021	1 April 2022 – 31 March 2023	1 April 2023 – 31 March 2024	1 April 2024 – 31 March 2025
Female	Applicants	37.3%	36.1%	31.7%	33.8%
	Invited to interview	39.3%	41.1%	41.2%	44.9%
	Hired	43.7%	42.1%	47.9%	43.8%
Identifying in another way	Applicants	Data not captured	0.8%	1.5%	1.0%
	Invited to interview	Data not captured	1.0%	1.3%	0.9%
	Hired	Data not captured	0.4%	1.6%	0.6%
Disability	Applicants	10.7%	14.0%	14.6%	10.9%
	Invited to interview	11.7%	15.5%	17.5%	16.1%
	Hired	14.2%	14.3%	16.7%	14.0%
Any other ethnic group*	Applicants	27.5%	27.0%	39.8%	46.5%
	Invited to interview	11.6%	14.4%	16.5%	27.7%
	Hired	8.9%	7.9%	8.0%	16.0%

[We are currently unable to exclude applicants who do not meet the eligibility to live and work in the UK or our security clearance requirements]. [\*This group includes Arab, Asian/Asian British, Black/Black British, Mixed/Multiple Ethnic or any other Ethnic Group].



This graph details the % of hires who have identified as minority ethnic over time; in 2024-25 we saw an increase from 8% of hires identifying this way in 2023-24 to 16% in 2024-25.

## Early careers

Our Early Careers Programme is a key part of our strategic workforce planning. It is designed to cultivate a talent pipeline that meets long-term skill requirements and strengthens future business growth. The programme offers a range of schemes aimed at increasing the representation of underrepresented groups and skill sets while promoting engaging with and understanding the diversity of our people.

- Our Gender Pay Report in 2023 highlighted that while a higher proportion of women joined the Met Office, representation at senior levels was low. In 2024 we launched a Women in Leadership apprenticeship to inspire, motivate and empower talented women to meet their potential. We will evaluate the outcomes once the first cohort have completed, to understand the impact the programme has provided to those who participated.
- One of our Early Careers Leads has participated in the Amazing Apprenticeships GENIE (Genuine Interest in Equality) programme. This 12-month initiative assists apprenticeship leads in examining the social and business impact of making changes to attract and retain talent. As part of a 'Pitch for Change' participants develop, our approach to apprenticeship recruitment is being reviewed and refreshed to remove barriers for individuals from underrepresented groups and lower socio-economic backgrounds. This aims to create more inclusive recruitment practices, thereby increasing diversity and equity of opportunity.
- In early 2025, we introduced a new Early Careers Mentoring programme designed for participants in our Early Careers Schemes to foster inclusive practices. This initiative is intended to support the professional and personal development of our Apprentices, Interns, Industrial Placement students, and Graduates through quarterly group mentoring sessions or one-on-one mentoring options.
- For the first time in 2024, the Met Office participated in the Civil Service Autism Exchange Internship Programme, hosting two interns for a duration of four weeks. This programme is designed to assist young, autistic individuals gain work experience and develop employability skills. The charity Ambitious About Autism recruits for the programme and provide support to participants throughout the duration of the internship.
- We are currently evaluating the Graduate Development scheme to determine how well it has met its intended aims and achieved the desired impact, ahead of recruitment for the 2026 intake, including ensuring it is accessible and inclusive.



# Early careers

## Developing our talent pipeline

Our industrial placement scheme is a 12 month programme that offers the opportunity to work on real projects with global impact. Participants gain hands-on experience by working in teams with experts in their field. In 2024, we welcomed 32 Industrial Placements across a range of professions, providing industry experience both technically and professionally to support their employability opportunities on completion of university and beyond. Industrial Placements are a pipeline to our Graduate scheme as well as future graduate level roles. Some highlights include:

- 3 Industrial Placements presented at the Early Careers Royal Meteorological Society Conference in July 2024
- 59% of the 2023/24 cohort applied for the 7 spaces available on the 2025 graduate scheme
- 31 Industrial placements will be joining us in July 2025

Our graduate scheme is designed to equip individuals with the skills and experience needed to succeed in future roles. Typically, lasting up to two years, the pathway allows graduates to create their own bespoke scheme with a series of flexible rotations. This enables them to acquire practical experience across various roles and projects, helping to discover their areas of passion and interest.

- Our first cohort of Graduate Trainees who joined us in September 2023 have been making excellent progress with their placements. 75% (6 out of the 8) have recently been recruited into permanent positions, while the remaining two are continuing to utilise the scheme options and resources to determine their future career paths.

- In September 2024, we welcomed 12 trainees, half being former Industrial Placements and half external recruits.
- 10 graduates will join us in September 2025.

We are currently evaluating the scheme to determine how well it has met its intended aims and achieved the desired impact, ahead of recruitment for the 2026 intake.



# Early careers

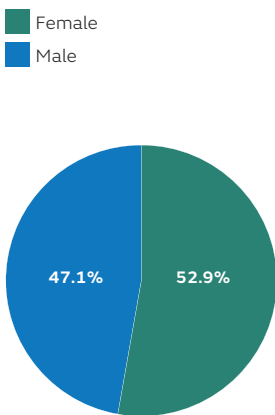
## Early Careers Data

The following has been calculated based on headcount of employees who have taken part in an Early Careers scheme at any point within the 2024-2025 financial year. This includes:

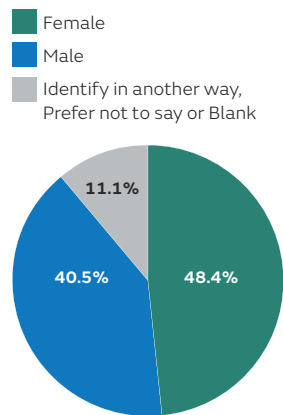
- Externally hired apprentices
- Internally hired apprentices
- Summer internships
- 2023-2024 industrial placement scheme employees (as they finished in July 2024)
- Graduate employees

This includes apprentice employees regardless of whether they completed or began their apprenticeship at any time within the 2024-25 financial year or if they were an apprentice throughout the entire financial year.

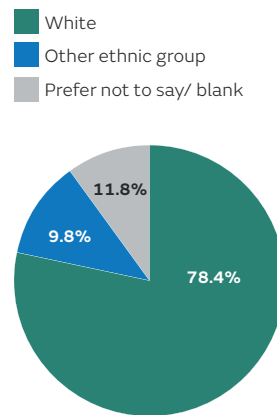
FY 24/25 Early career employees by sex



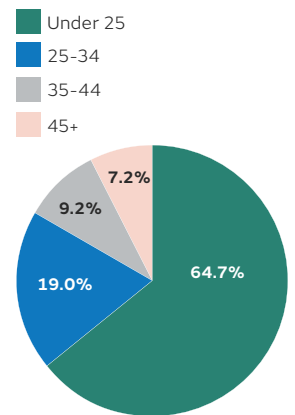
FY 24/25 Early career employees by gender identity



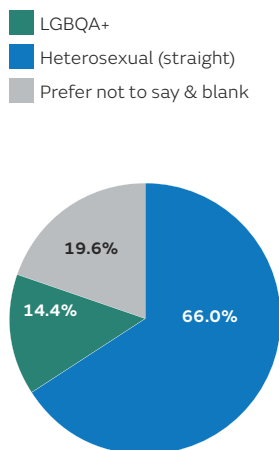
FY 24/25 Early career employees by ethnicity



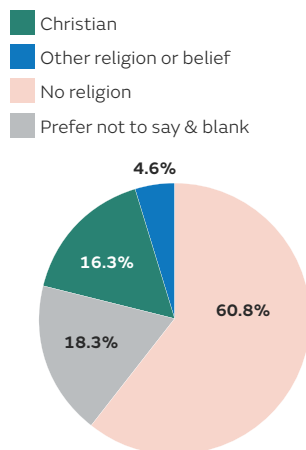
FY 24/25 Early career employees by age group



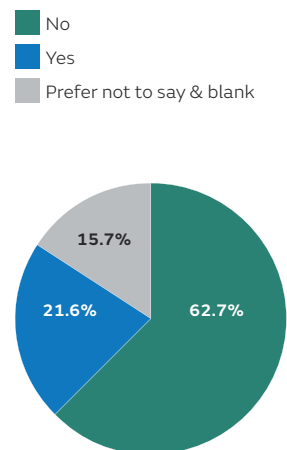
FY 24/25 Early career employees by sexual orientation



FY 24/25 Early career employees by religion or belief



FY 24/25 Early career employees by disability or long term condition status



# Building an inclusive environment, where all employees feel valued, respected and fairly treated

## Enhancing employee experience with 'Goodbye Conversations'

As one of the world's leading weather and climate organisations, we continuously push the boundaries of science and technology. We recognise that our people are fundamental to achieving our purpose of 'helping you make better decisions to stay safe and thrive.'

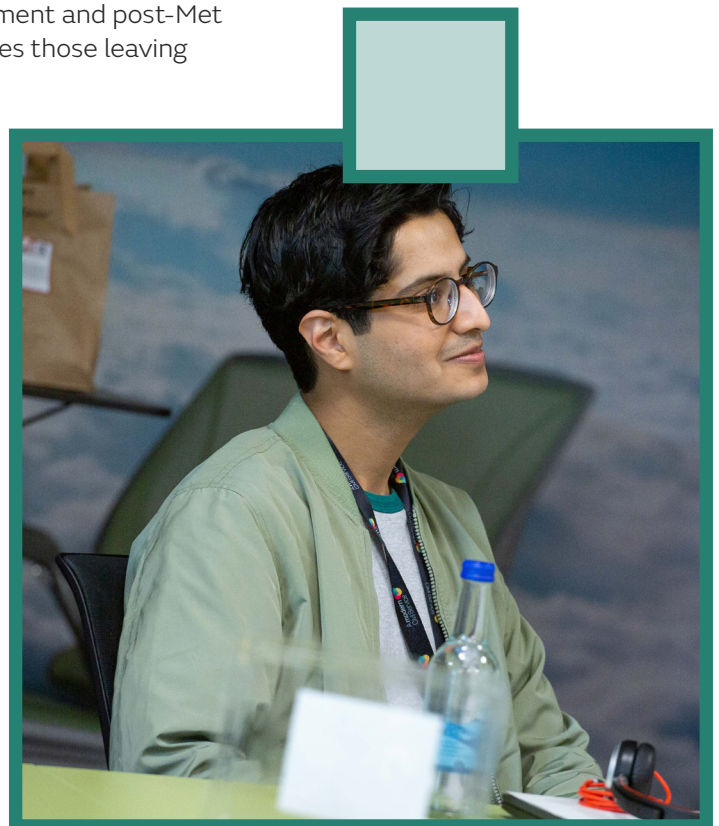
To ensure that our employees feel valued and supported, we have implemented several initiatives that demonstrate our commitment to fostering a supportive and inclusive work environment. These measures are designed to keep our workforce motivated and inspired, thereby driving innovation and growth within the organisation.

At the end of 2023-24, we implemented Goodbye Conversations, acknowledging that the offboarding process is as significant as onboarding. We used a human centric approach to gather insights and feedback from departing employees. These in-depth conversations are unlike traditional exit interviews. They are an opportunity to gather a more comprehensive understanding of the employee experience and organisational dynamics.

In autumn 2024-25, we changed our data collection methods for these conversations to improve our insights. Questions cover six areas of insights: job, total reward package, management, culture, development and post-Met Office plans. Eligibility for a Goodbye Conversation excludes those leaving due to ill-health retirement, dismissal, or death in service. Contractors and visiting Scientists/Professionals are also excluded from the process.

Between October 2024 and March 2025, 64% (67) leavers were eligible for goodbye conversations and 39 leavers had a conversation. Of those who took part in Goodbye Conversations, 67% strongly agreed or agreed that they were treated fairly and with dignity and respect whilst 3% disagreed.

The implementation of Goodbye Conversations has proven to be an immensely valuable tool for enhancing the employee experience. By using the insights gained from these conversations, we can foster a positive work environment, identify specific areas for improvement, which will lead to better retention and drive continuous improvement. This approach ensures that the voices of departing employees are heard, and that their feedback contributes to the overall enhancement of the organisation, making it a great place to work.



# Building an inclusive environment, where all employees feel valued, respected and fairly treated

## Introducing International Remote Working

In April 2024, we launched International Remote Working (IRW) as an option under our Hybrid Working policy. This policy is a testament to our commitment to flexibility and employee well-being. This initiative allows eligible employees to temporarily work from overseas under specific, exceptional circumstances accommodating personal needs such as family visits or critical compassionate reasons for example terminal illness or medical treatment.

It isn't a contractual right and is granted at the organisation's discretion on a case-by-case basis to ensure that it supports business needs. Over 100 applications were approved last year, with 70 employees benefitting from the ability to reconnect with loved ones abroad. This not only fosters a supportive and engaging employee experience but also exemplifies our commitment to meeting the diverse needs of our workforce.



## Life events and Lived Experiences Hub

The Life Events and Lived Experiences Hub is a centralised resource which aims to support employees through significant personal events that may affect their work and wellbeing. This could be bereavement, illness, financial wellbeing, shift working or major transitions.

Recognising that life events such as these affect everyone differently, the hub offers a growing catalogue of guidance and tools tailored to these experiences. It aims to empower both employees and managers with practical support, insights, and signposting to help navigate these moments with empathy and confidence. The hub is continuously evolving, shaped by real experiences shared across the organisation, and is accessible to all employees at any time on our People Centre.

## Embedding workplace passports

In July 2023, we launched our Workplace Adjustments Passport. The passport is a living document that records what adjustments an employee may need to remove or reduce barriers in the workplace. It's a practical tool that can be used to support and facilitate conversations between employees and their line manager about their disability, long-term condition or other personal circumstances that might necessitate adjustments.

This might include caregiving responsibilities, menopausal symptoms, and observance of significant

religious events. The focus of the conversation is to understand how an employee feels impacted at work and to determine what support they may find beneficial. Centralising the funding of workplace adjustments through a central cost code has helped to streamline the process, making it simpler and more transparent. Many adjustments are straightforward and inexpensive to implement often it is changing how we work but this can significantly improve the overall employee experience.

Our Civil Service People Survey includes a question on Workplace Adjustments Passports and the results from the 2024 survey found that:

- % of employees with a workplace adjustment passport increased from 26% in 2023 to 34% in 2024
- % of employees with a passport, who agreed that it helped them to get appropriate workplace adjustments increased from 21% in 2023 to 28% in 2024.

Introducing the workplace adjustments passport is contributing to reducing the stigma often associated with asking for adjustments and is helping to foster a more supportive and understanding workplace. A key area of focus for the upcoming year will be further improving the uptake and effectiveness of workplace passports.

# Building an inclusive environment, where all employees feel valued, respected and fairly treated

## Dignity and Respect

We participate in the annual [Civil Service People Survey](#), this measures civil servants' attitudes to, and experience of working in government organisations. 354,962 civil servants from 103 organisations responded to the 2024 survey, our response rate was 71%, which is 10% higher than the overall Civil Service response rate of 61%. This corresponds to approximately 1,798 employees completing the survey. Further information about the survey as a whole can be found on [Civil Service People Survey 2024 - Results Highlights](#)

The survey addresses five areas including discrimination, bullying, and harassment. Questions focus on whether it has been experienced, type and if reported.

In 2024, 6% of employees at the Met Office experienced discrimination, slightly less than the Civil Service as a whole (7%) and unchanged from 2023. Additionally, "prefer not to say" responses decreased from 6% in 2023 to 5% in 2024.

Employees who reported experiencing discrimination were asked on what grounds; the table below indicates the most common types in both the Civil Service and Met Office.

Organisation	Most common grounds of discrimination (multiple choice was allowed)
Civil Service as a whole	Grade or responsibility level Disability Age Working patterns
Met Office	Gender Disability Working patterns Age

The survey also asked respondents if they had been bullied or harassed at work. The results indicated that 5% of employees at the Met Office have experienced bullying and/or harassment. This is lower than the overall figure for the Civil Service (8%) and remains unchanged from the reported figure in 2023. Additionally, 'prefer not to say' saw no change on the figure for 2023 and 2024 at 4%.

The most common types of bullying or harassment reported in the Civil Service as a whole and in the Met Office were:

- Negative micromanagement
- Treated less favourably to others

Reporting rates increased from 29% in 2023 to 40% in 2024. The Civil Service overall experienced a slight increase of 1%, from 40% to 41% in 2024. Respondents are only asked this question if they have indicated experiencing bullying or harassment at work; therefore, 40% of the 5% who reported experiencing such incidents chose to report them.

In the Met Office, most individuals reported their experiences through less formal means, which is consistent with the trend observed in the entire Civil Service. We encourage employees to share ideas and feedback. We want to create an environment where employees also feel able to speak up when they experience or observe poor behaviour. Encouraging dialogue and a general growing awareness of workplace bullying and harassment might be why we have seen an increase in reporting.

# Building an inclusive environment, where all employees feel valued, respected and fairly treated

## Dignity and Respect

At the Met Office, we have a small group of Dignity and Respect Volunteers who provide a confidential space for employees to discuss workplace issues related to dignity and respect. They offer a listening service and direct individuals to appropriate guidance, including informal and formal resolution processes. In 2024-25, volunteers reported that 15 employees contacted the service. Of these 15 employees, 10 reached out for the first time. The reasons for contacting were:

- Breakdown of relationship with manager or peers
- Inappropriate behaviour from colleagues

We are working with our trade union to address issues related to discrimination and bullying. Over the next financial year, we will review our existing guidance on raising concerns to ensure that appropriate reporting mechanisms are in place. Additionally, we will pilot a new anonymised reporting form to facilitate the reporting of unacceptable behaviour in the workplace.

We also acknowledge the valuable contributions made by our Dignity and Respect Volunteers but recognise we need to recruit more volunteers and improve the resources available to them.

In the Civil Service, an organisational readiness tool has been developed to assist departments in effectively implementing interventions for bullying, harassment, and discrimination. Training for this tool will be rolled out in 2025-26, and we are keen to participate in this training initiative.



# Building an inclusive environment, where all employees feel valued, respected and fairly treated

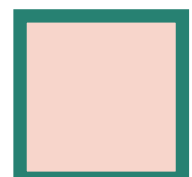
## Learning and Development

Our commitment to fostering an inclusive workplace doesn't just focus on providing resources and support. We offer continuous learning and development opportunities that focus on diversity and inclusion. This can include informal interactive sessions hosted by our staff networks, webinars from our Employee Assistance Programme and resources through our membership with Business Disability Forum.

Additionally, our staff networks and Communications team maintain a joint calendar of key awareness days and events. This partnership ensures we support events appropriate to our organisation. We continue to use 'walking in my shoes' stories to inform and build empathy through employees sharing lived experiences. Over the past year this has included employee experiences of IVF, living with long term rare conditions and recovering from cancer.

We continue to offer two interactive workshops - Better Together and Leading Inclusive Teams. Both are designed to equip our employees with the knowledge and skills necessary to cultivate a welcoming and supportive environment for everyone, rather than focusing on the specifics of the Equality Act. Last year 124 employees attended a Better Together workshop and 47 managers attended a Leading Inclusive Teams workshop.

To further develop our line managers, we had a key performance indicator (KPI) requiring at least 75% of managers to complete a learning intervention focused on 'constructive conversations' by the end of March 2025. This initiative has been crucial in equipping managers with the necessary skills and confidence to turn challenging conversations into constructive dialogues. Over 92% of our managers and leaders have undertaken this learning. In 2025-26, this learning opportunity will be available to all employees, enabling them to navigate challenging discussions effectively.



### Putting accessibility and inclusivity at the heart of our technology projects

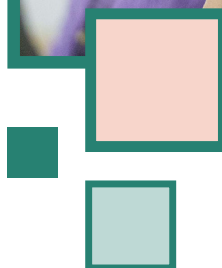
In 2024, we embarked on rolling out two technology projects - Windows 11 and Multi-Factor Authentication (MFA). Both projects aimed to put accessibility and inclusivity at the core of their project approach. Both conducted Equality Impact Assessments (EqIAs), to really understand what considerations were needed regarding protected characteristics and impacted groups.

The EqIA and early engagement with our staff networks ensured the projects fully understood different needs and requirements and shaped their approach accordingly. This included having accessibility representatives on project boards, providing regular updates, seeking advice from external experts and encouraging open lines of communications from the start. This helped to ensure inclusivity was core.

For the MFA project, we offered several authentication methods to allow colleagues to select ones that best aligned with their requirements. We also provided clear guidance in multiple formats to support different learning styles. The rollout was scheduled in phases to align with workload priorities and to account for various working patterns, including shift work and locations both nationally and internationally.

The Windows 11 upgrade improves accessibility with new features, better navigation, and an updated interface. The EqIA highlighted the need to test these changes thoroughly to avoid surprises and ensure accessibility software compatibility. Additionally, choosing a flexible, self-service upgrade timeline to minimise disruption and fit with existing workloads has also helped.

Both of these projects demonstrate the value of considering inclusivity and accessibility as fundamental principles at the early stages of a project.



## Continuing our digital accessibility journey

Our weather and climate information is vital for everyone, helping people to make informed decisions to ensure their safety and well-being. It is essential that the information on all our platforms such as website, app and social media can be accessed and understood by the widest possible audience.

Consequently, digital accessibility remains a significant focus. We established the Digital Accessibility Community of Practice (CoP) in April 2024 to support the development of understanding digital accessibility. Monthly meetings are held to provide a collaborative space for questions related to digital accessibility. These meetings also offer members the opportunity to share the improvements they have been working on in this area. The CoP has also welcomed external accessibility specialists to talk about their work in raising awareness and understanding of digital accessibility.

One of our CoP leads is Adam Keane, who made history as the first person to complete an apprenticeship in Digital Accessibility in the world. This marks a pioneering achievement for the Met Office, the Civil Service, and global accessibility standards.

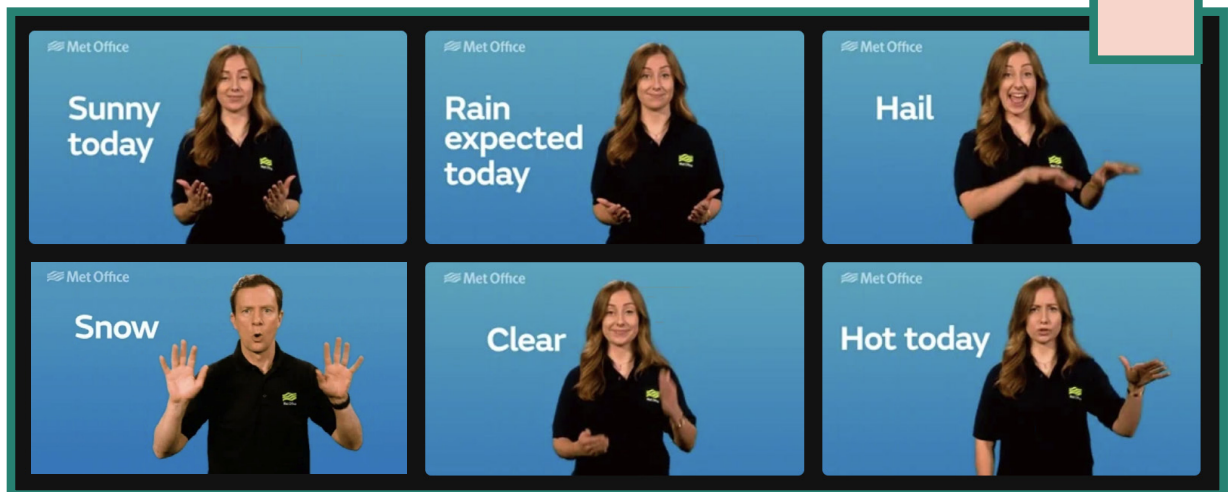


## Learning from The Deaf Academy

This year, we welcomed students from The Deaf Academy in Exeter to raise awareness and understanding of the needs and preferences of Deaf people regarding weather and climate information. Students facilitated an online British Sign Language (BSL) workshop for our employees to learn BSL weather signs. This was followed by an interactive workshop during British Sign Language Week with Met Office colleagues focusing on making external communications and office environments more accessible to the d/Deaf community. Following the engagement with the Deaf Academy, we have created BSL weather GIFs for various weather conditions.

Members of our Communications Team also collaborated with the Government Communication Service (GCS) to improve accessibility through innovation. We conducted a 'test and learn' pilot using a BSL tool on our careers website, aiming to better serve BSL users in government communications. This initiative stemmed from our successful pitch to the GCS Project Spark! Programme, which highlighted that 1 in 5 people in the UK have a disability and could face digital inaccessibility.

Additionally, we engaged with the Deaf Academy along with Business Disability Forum to develop guidance for assistance dogs, as we welcomed an assistance dog into our Exeter building.



Met Office Giphy channel

# Evolving our workplace to be more inclusive and accessible

## Participating in the world’s largest hackathon!

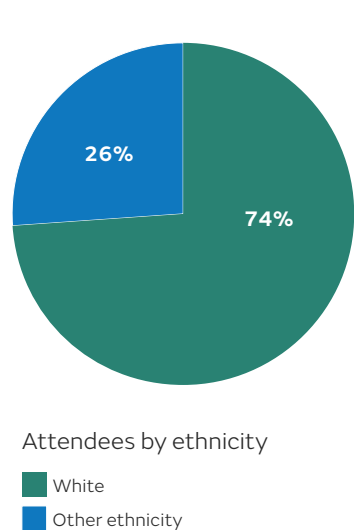
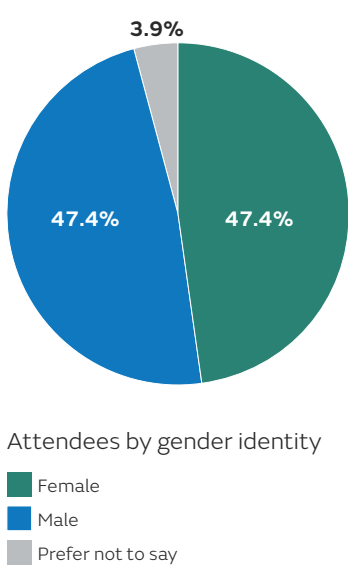
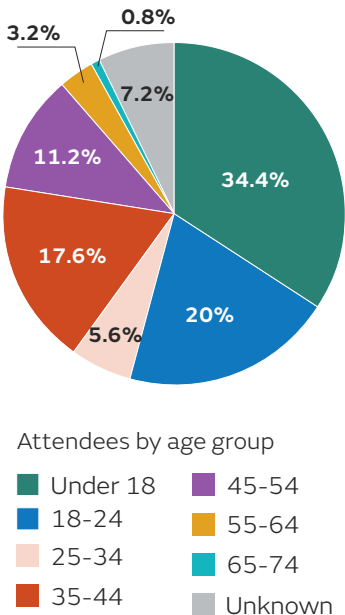
In October 2024, we opened our doors and welcomed people into our Exeter building for the NASA International Space Apps Challenge. This challenge is the largest annual global hackathon, spanning over two days. The event aimed to bring exciting science into the community and was open to anyone with a curious and creative mind. It was hosted in partnership with the Joint Centre for Excellence in Environmental Intelligence (JCEEI is a partnership between the Met Office and the University of Exeter) and TechExeter.

Working in teams, approximately 100 participants used a diverse range of skills to take on challenges in a fun and collaborative environment on topics ranging from storytelling to software development, space exploration and much more, utilising NASA data to solve real-world problems on Earth and in space.

As the event took place over a weekend, regular childcare options are usually unavailable. This poses a challenge for anyone with caring responsibilities or parenting solo, and for some this can potentially impact on career opportunities. In 2023, we introduced free childcare for the first time, which was positively received. We continued this practice last year, enabling parents and caregivers to attend. A childcare survey revealed that 100% of respondents agreed with the statements that providing childcare enabled them to attend, their children enjoyed the activities and that they would use the service again.



### Attendee diversity data summary



## Weather and Climate Information Services (WISER) approach to Gender, Equity, Disability and Social Inclusion (GEDSI)

The Met Office manages the WISER programme, funded through the Foreign, Commonwealth and Development Office under International Climate Finance commitments. WISER delivers transformational change in delivering, accessing and using weather and climate services across Africa, the Middle East and Asia Pacific, supporting communities disproportionately impacted by extreme weather and climate change.

WISER draws on established partnerships, technical expertise, and delivery experience to date to achieve this aim. Learning from effective practice is key, including approaches to replicate and scale what is working to different geographical locations, or by other stakeholders. Also key, are influencing policy, strategic partnerships and plans to support impact regionally and nationally through new and innovative ways of doing things.

Gender and other social inequalities drive vulnerability to climate change and undermine resilience. This means women, girls and marginalised people face greater risks from climate change. They also face barriers to accessing the benefits a green economy can bring. Social characteristics (such as disability, socio-economic, migration and displacement status, ethnicity, age, religion, sexual orientation and gender identity) and the impact of conflict combine to influence who can access resources and jobs, who makes decisions, and who loses out.



## Weather and Climate Information Services (WISER) approach to Gender, Equity, Disability and Social Inclusion (GEDSI)

However, these groups are also critical agents of change in climate action. WISER applies a Gender, Equity, Disability and Social Inclusion (GEDSI) framework to ensure weather and climate services reach the most marginalised people and tackle rather than perpetuate inequalities.

For many National Meteorological and Hydrological Services (NMHSs) and Regional Climate Centers (RCCs), producing accurate forecasts can be challenging, with increasing requirements to understand, act upon and meet the diverse information needs of users. In 2023 WISER developed the GEDSI minimum standards to support partners and projects in GEDSI mainstreaming. A network of internal and partner champions has emerged since, seeking to accelerate mainstreaming inclusive approaches.

This work aligns with UK legal obligations under the International Development Act 2014 and the Equality Act 2010, ensuring programmes contribute to reducing poverty and inequality whilst promoting good relations between different groups.

The programme has embedded GEDSI principles across weather and climate service production, dissemination and use, demonstrating the Met Office's commitment to leaving no one behind in our international climate work.

See Appendix for more information on the work of WISER.



# Our Staff networks

Our staff networks are an important voice for underrepresented employees. They provide a safe and welcoming environment for individuals with shared connections to come together. These networks have played a pivotal role in promoting a culture of inclusion, collaborating with us to shape and advance diversity and inclusion initiatives. This year we have introduced peer support groups to support employees with a specific identity such as trans and non-binary. These groups provide a safe space for people who may not be 'out' and joining a larger staff network may not be appropriate. Peer support groups must be affiliated to staff networks, to ensure the views of these communities are represented across the organisation.

Our eight networks are:



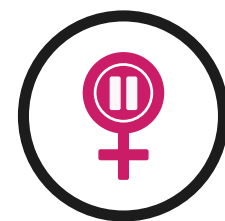
LGBTQ+



Accessibility &  
Disability



Women's



Menopause



Religion &  
Philosophical Belief



Internationals at the  
Met Office



EM-Power



Neurodiversity

## Staff network highlights

### Celebrating Inclusion and Community: Our Experience at Exeter Pride

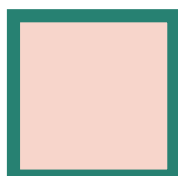
In May 2024, the Met Office LGBTQ+ Network participated in Exeter Pride. Exeter Pride is a family-friendly event and we set up an education outreach stand with science demos, career information, and activity books. We spoke to children, young people, and students interested in our employee's work, and our inclusive workplace.

The day was a great opportunity to connect with each other, and we were delighted that Met Office Chief Executive Penny Endersby could join us for part of the afternoon on the stand.



### Broadening our diversity monitoring questions to include non-religious beliefs

Members of our Religion & Philosophical Belief Network informed us that our current religion and belief question did not cover belief systems. In collaboration with the network, we have updated our list to include specific non-religious beliefs like veganism and pacifism. While employees can only select one belief due to system constraints, this change should lead to more accurate reporting and help employees feel included and valued.



## Driving Change, Building Community, Working together – A Year of the Women’s Network

A key achievement for our Women’s Network has been leading on the permanent provision of free period products across all Met Office locations, including outstations and for those on detachment. This has been transformational for many, one colleague shared, “Having free products available has saved my dignity and stress. It makes such a difference to your working day, thank you for what you’ve achieved for everyone.”

In recognition of International Women’s Day, the event featured employee tributes to inspiring women, a session focused on women’s health, and an engaging presentation delivered by author Sarah Turner.

The network also supported two events recognising women in STEM (Science, Technology and Maths) and Ada Lovelace Day, which included inspiring sessions led by senior female role models.

Throughout the year, we’ve grown the network through regular in-person and virtual lunches, fostering community and support.



## Empowering Change: the growth and impact of the Met Office Menopause Network

Over the past year, our Menopause Network has continued to grow and strengthen its presence across the organisation. Membership has expanded significantly, with over 80 colleagues now part of the network, This reflects a growing recognition of the importance of menopause awareness and support in the workplace.

A key milestone this year was the launch of our All-Staff Menopause Group. These sessions have been well attended and received strong support and advocacy from male senior management. They’ve provided a valuable platform for open dialogue, education, and shared experiences, which was open to all.

Our work has extended beyond the Met Office. We regularly collaborate across government with other civil service departments. The Met Office Menopause Network is now informally regarded among members as setting the standard for menopause-related guidance, support, and engagement in the workplace.

Internally, the topic of menopause has become more visible and openly discussed. What was once a taboo topic is now part of everyday conversation, helping to foster a more inclusive and supportive culture for all.



# Marking Black History Month

In October 2024, we proudly celebrated Black History Month with a series of engaging events, organised by the EM-Power Network. The month was dedicated to fostering open conversations around race and ethnicity, whilst celebrating black culture and contributions to science.

Celebrations began with an inspiring online talk by Dr Arlene Laing, Director of the Caribbean Meteorological Organisation. Dr Laing was joined by colleagues representing various Caribbean nations, who together shared insights into the history and operations of meteorological services in the British Caribbean Territories. The session highlighted the historical ties between these services and the UK, while also offering a personal perspective on Dr Laing's journey in the field of meteorology.

The network also organised a Black History event with a stall in our head office. The stall showcased a curated selection of books across multiple genres, exploring Black history and stories. It became a vibrant space for learning and reflection, encouraging colleagues to participate in meaningful conversations about Black History Month and broader topics affecting ethnic minority communities. The event also spotlighted notable women of colour in STEM, tying into Ada Lovelace Day. Our restaurant served Caribbean-inspired food, giving colleagues a taste of cultural heritage.

Coinciding with the Met Office's annual conference for Operational Meteorologists, the network also hosted a webinar in collaboration with the International Commission for the History of Meteorology. The session explored global development of meteorology and touched on the sensitive and complex legacy of colonialism in the field's early history.



# Supporting Wellbeing

Building on last year's work, we continue to be active in wellbeing education and promotion through an annual diary of events:

- Time to Talk - February
- Mental Health Awareness week - May
- World Mental Health day - October
- Stress Awareness - November
- Christmas support - December

The five ways to wellbeing initiative supports our wellbeing strategy and informs our actions in delivering education and awareness. This is reflected in our corporate communications and our Connect 5 training events which run throughout the year.

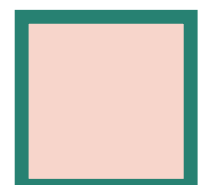
Specific projects which have been a highlight this financial year include:

- Introduction of Work-Related Stress training for line managers
- Wellbeing staff-led network review and transition to a Community of Practice
- Renewing our Charter with Mindful Employer
- Procurement of new Employee Assistance Programme (EAP) and Occupational Health service provider contracts with PAM and Innovate respectively.

## Employee Assistance Provider (Health Assured) data

Going to market for a new EAP provider was an opportunity to reflect on the three years with Health Assured. Over this period:

- Utilisation was consistently at or above the industry average of 10%.
- Mental health/anxiety (62 calls) and relationships (49 calls) continue to be the most significant reasons for calling the EAP service for counselling.
- Legal (39 calls) and work (12 calls) are the most significant reasons for calling the EAP service for advice.

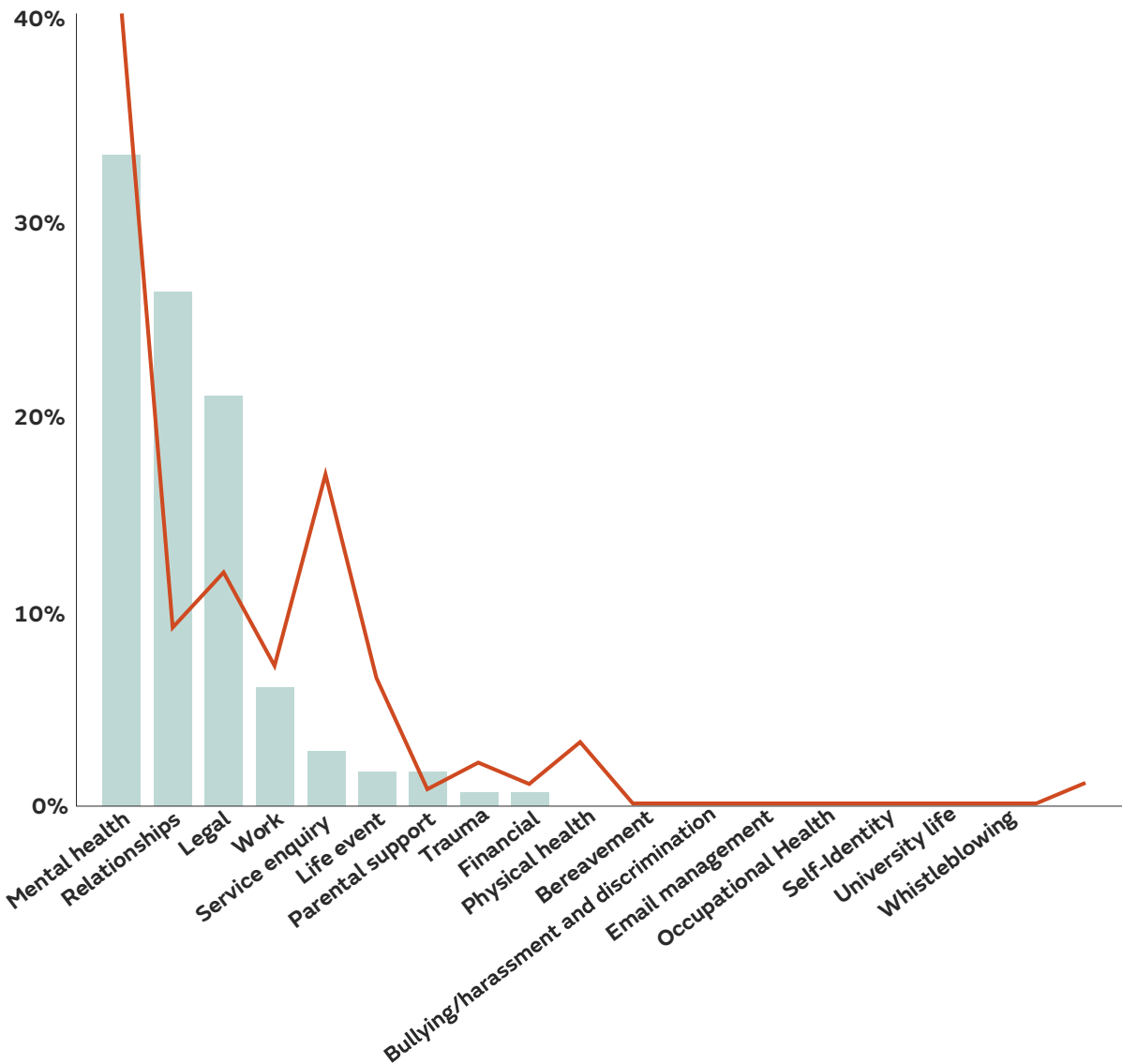


# Supporting Wellbeing

Our third update to the Wellbeing strategy is due in September. It will focus on alignment with government and industry standards, clarifying the shared responsibility we all have towards discussing and managing our mental health and a review of the priority areas we will be working on over the next two years.

## Nature of call to our EAP provider

Red line indicates provider benchmark



# Education Outreach

In last year’s annual report, we highlighted the widely-held view of Teachers and Careers Leaders that traditional work experience ‘is not an equaliser between disadvantaged and non-disadvantaged students.’ This year, significant progress was made nationally to address this issue. This included development of the Equalex Framework by the Careers & Enterprise company, to support equity and drive impact. Thanks to the success of the Met Office’s Education Outreach programme, which endeavours to increase the number and diversity of students with access to meaningful work experience, we were invited to contribute to initial consultations on this Framework and were one of five employers chosen to test Equalex in its early stages.

Our work experience programme offers a progressive experience. Students as young as 13 can access our online programme to get an insight into the Met Office, Civil Service, and the wider STEM sector. Those interested in exploring our roles further can go on to complete our online work experience, gaining experience of what it is like to work remotely, with tips on how to do so effectively. During the programme, students undertake work-based assignments and can ask Met Office employees questions via an integrated chat system, similar to emailing colleagues. This year, 534 students completed the programme, from a broad demographic spread. Since last year, the proportion of participants from ethnic minorities has increased by 6 percentage points. The proportion of participants on Free School Meals has also risen by 5 percentage points. Lastly, the proportion of young people with care experience or Special Educational Needs or Disabilities increased by 3 percentage points each.

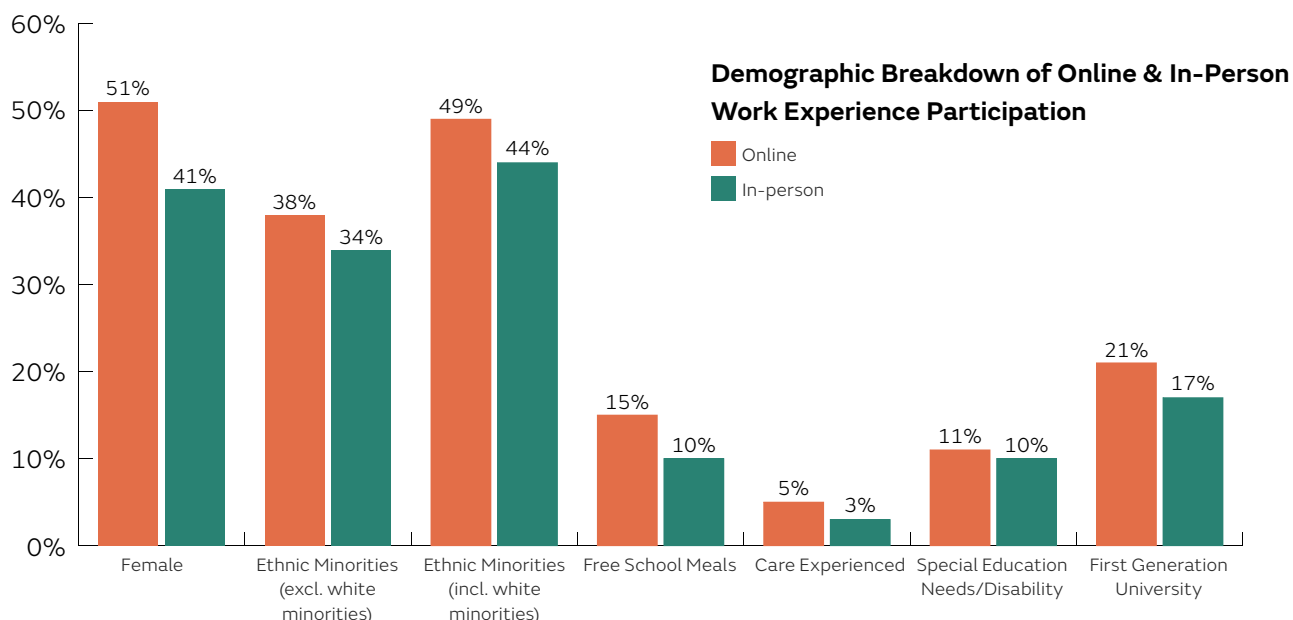
The number of host teams for in-person work experience at the Met Office has also grown from nine to fourteen. This has allowed us to host 29 young people

in summer 2025 (doubling the number of placements we offered last year). Demographic details of those who secured in-person placements for summer 2025 are shown alongside those of the online programme participants in the chart below.

## Careers Camp

This year, we also ran Careers Camp. This event was designed to showcase our work and consult with a diverse range of young people from our partner schools and colleges. Met Office employees from all directorates generously gave their time, and the students provided valuable feedback that we are using to refine our Education Outreach provision.

One key takeaway was the confusion young people feel about job and work experience application processes. Although many are familiar with CV writing, they are generally unclear how to fill in application forms effectively. This reduces their chances of being shortlisted. To address this, we added a module to our online work experience programme, focused specifically on applications. Additionally, we delivered a webinar with Unifrog (one of our delivery partners) to strengthen young people’s application skills. 413 young people signed up for the webinar, and 117 participants asked to be informed of our future work experience and Early Careers opportunities. We have also started offering webinars for those unsuccessful in their in-person work experience applications, providing feedback on how to improve. Of the eight students who attended the first of these feedback webinars, four reapplied and secured an in-person placement.



# Gender Pay Gap Report

The gender pay gap is the difference in average pay between all men and women in an organisation.

The mean pay gap is the difference in the average hourly pay for women compared to men within an organisation. The median pay gap represents the middle point of a population. If you separately lined up all female employees and all male employees, the median pay gap is the difference between the hourly pay rate for the middle-woman compared to that of the middle-man.

Our gender pay gap for the period ending 31 March 2024 was 5.6% in favour of men, this is an improvement of 0.3% from 5.9% in 2023 and a median pay gap of 5.3% in favour of men, which is a worsening of 0.6% from 4.7% in 2023.

Percentages are calculated from hourly rates for individuals during March of each year and include salary, allowances and any bonus awards paid in month, less any salary sacrifice arrangements the individual has agreed to.

The table details the gender pay and bonus pay gaps over the last four snapshot dates.

Gender Pay and Bonus Gap	31 March 2021	31 March 2022	31 March 2023	31 March 2024
Mean Gender Pay Gap	6.5%	5.6%	5.9%	5.6%
Median Gender Pay Gap	4.0%	4.1%	4.7%	5.3%
Mean Bonus Pay Gap	4.8%	2.5%	5.4%	4.1%
Median Bonus Pay Gap	1.1%	-0.5%	1.3%	0.7%

[Note: Approach changed in 2020 to align to Civil Service method using ACSES Data]

We recognise that certain persistent, long-term factors continue to impact our gender pay gap metrics. While we are committed to identifying and implementing actions to address these issues, we acknowledge that eliminating and reducing the impact of these factors is more difficult. Our [Gender Pay Gap Report 2024](#), published in March 2025 explains this in greater detail.

## Ethnicity and Disability pay gaps

The government has proposed introducing a requirement for large organisations to report annually on their disability and ethnicity pay gaps. A consultation, launched in March 2025, seeks input on how to implement mandatory reporting. Feedback from this consultation will inform proposals to be included in the forthcoming Equality (Race and Disability) Bill. In preparation for these changes, Civil Service statistics on ethnicity and disability pay gaps as at 31 March 2025—including data from the Met Office are expected to be published in October 2025.

## Comparison with the Civil Service

The table below compares our gender pay gap with the Civil Service (as a whole) gender pay gap.

Gender Pay and Bonus Gap	31 March 2021	31 March 2022	31 March 2023	31 March 2024
Mean Gender Pay Gap	7.8%	8.5%	8.1%	7.4%
Median Gender Pay Gap	8.1%	11.3%	9.6%	8.5%
Mean Bonus Pay Gap	29.3%	27.4%	23.5%	25.7%
Median Bonus Pay Gap	40.5%	37.1%	25.4%	22.4%

# Our Employee profile

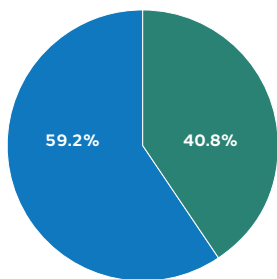
Employees are encouraged to share their diversity data; this helps us assess our workforce composition and how representative we are against the UK working population. The information is shared through self-declaration via our People Management System. While we encourage employees to share their data, they may choose to select 'prefer not to say' or leave the question blank. As of the 1 March 2025, 94% of employees had shared their diversity data. An annual reminder is sent to all employees to review and update their data if necessary.

This year, we are reporting our diversity data for the entire 2024-25 financial year rather than a single day, this gives a more accurate reflection of our employee diversity. This approach differs from previous years, so direct comparisons with past data is not possible. Each employee is counted once, using their most recent declaration.

In addition to our mandatory reporting for sex, employees can also share their gender identity; both are included in reporting. Diversity questions are reviewed regularly to ensure relevance as demonstrated in the staff networks section of this report, when we revised our religion and belief question to include belief systems.

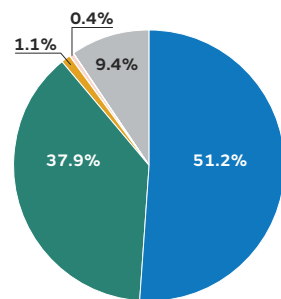
FY 24/25 Employees by sex

Female  
Male



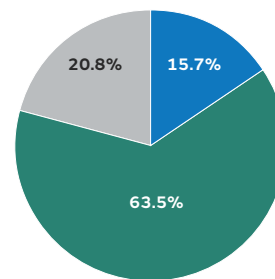
FY 24/25 Employees by gender identity

Female  
Male  
Identify in another way  
Does not apply  
Prefer not to say & blank



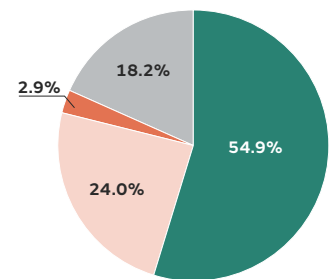
FY 24/25 Employees by disability or long term condition status

No  
Yes  
Prefer not to say & blank



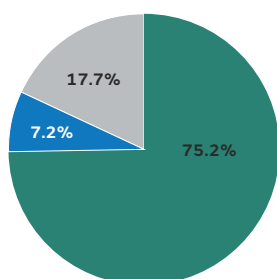
FY 24/25 Employees by religion or belief

No religion  
Christian (all denominations)  
Prefer not to say & blank  
Other religion, belief or non-religious belief



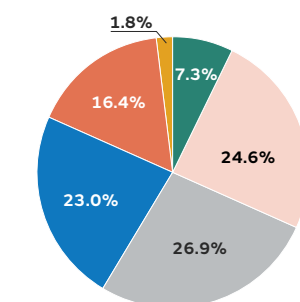
FY 24/25 Employees by sexual orientation

Heterosexual (straight)  
LGBQA+  
Prefer not to say & blank



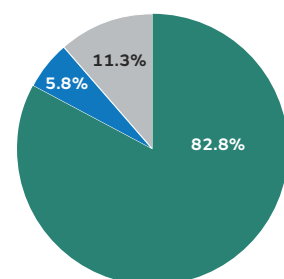
FY 24/25 Employees by age group

Under 25  
25-34  
35-44  
45-54  
55-64  
Over 64



FY 24/25 employees by ethnicity

White  
Any other ethnic group  
Prefer not to say & blank



## Priorities for 2025-2026

Our main focus this year is to implement new ED&I governance and use an Objectives and Key Results (OKRs) framework to set and track measurable ED&I goals that support our equality objectives.

Additionally, we also want to focus on:

- Reviewing our neurodiversity resources and employee support to increase understanding and provide proactive support more effectively.
- Implementing the OKR framework to further integrate workplace adjustments and ensure our process works effectively.
- Reviewing our policy and guidance on raising concerns to ensure that suitable reporting mechanisms are in place, and employees understand what constitutes harassment and how to report it.
- Increasing the number of Dignity and Respect Volunteers and providing appropriate resources to support them.
- Strengthening staff networks by building confidence and resilience through continuous professional development (CPD).
- Aligning our priorities with the Government ED&I priorities identified in the upcoming Civil Service ED&I strategy, set to be published later this year.
- Providing interview questions in advance for all our recruitment campaigns to make our recruitment process more inclusive.



## Annex: WISER'S approach to Gender, Equity, Disability and Social Inclusion

The WISER project ResAlert is led by Practical Action in Senegal, West Africa. The project undertook an in-depth analysis of the GEDSI context to inform programming. A 'Missing Voices' approach was adopted to ensure that early warning systems are adapted and designed for all. The project included a desk-based literature review alongside key informant interviews to identify:

- Who is most vulnerable and at-risk from weather related hazards in Senegal
- The causes of marginalisation in relation to the early warning systems
- The barriers and opportunities for marginalised people (taking account of gender, age, ability, socio-economic status) related to impacts from flooding

Interviews were carried out with women, young people, and people with disabilities. The findings were shared with project stakeholders and used to inform ResAlert project design and delivery. This includes linguistic adaptation of messages to local languages, simplification of content to make it accessible to people with low literacy levels, and diversification of communication channels with the use of community radio and voice messages.



*Discussion with people with disabilities in Theis, Senegal to evaluate access, understanding and use of flood early warning messages, 2024, photo credit Practical Action*



*Participants reflecting on now-casts and Impact-Based Forecasts, contributing valuable feedback to the forecasters during Testbed 2, Kanyama, Zambia, 2025. Photo credit: Nomie Mbuli*

WISER Early Warning for Southern Africa project (EWSA) is led by the University of Leeds. It developed ways of getting accurate, short-range weather forecasts - a process known as nowcasting - to socially disadvantaged communities who are more likely to be impacted by extreme weather. The EWSA testbeds, where training was delivered on nowcasting, included community resources, community organisations, representatives of women and people with disabilities, schools, churches and local Disaster Management Committees.

EWSA recognised that National Meteorological and Hydrological Services (NMHSs) are unable to reach out to women and marginalised groups alone but must partner with other agencies and national and local level actors that are able to support. In Mozambique, EWSA has co-ordinated with local branches of the Association of Persons with Disabilities (PWDs). This ensures they now are a part of the local Disaster Management Committees and that PWDs can access and use nowcasts. Information included within the nowcasts meets users' needs through, for example, the use of different languages, presentation formats (e.g. symbols, audio messages) and communication channels.

The WISER Kenya project led by ICPAC (East Africa's RCC) supported strengthened seasonal forecasts and flood forecast to two counties. In addition to distributing forecasts through multiple channels, improving access required that forecasts were relevant to those accessing them.

WISER Kenya has taken an innovative approach to this. They are ensuring that the process to develop seasonal forecasts (via the regional, national and sub-national climate outlook forums) includes women and people from marginalised groups such as youth and people with disabilities. They are reaching them through dissemination of forecasts via community radios, WhatsApp groups such as Lower Tana Flood Alert group, PWDs Networks, pastoralists and farmers groups and use of KRCS Terra Messages.

## Annex: WISER'S approach to Gender, Equity, Disability and Social Inclusion



Women participate in the coproduction of flood alerts in Tana River County, Kenya, 2025  
Photo credit: Dennis Maithya

The WISER DARAJA East Africa project is led by Resurgence in partnership with in-country partners in Uganda, Ethiopia, Kenya, Tanzania and Sudan. The project contributed to longer-term empowerment of the urban poor including women and girls in informal settlements. It achieved this through enhanced access to weather forecasts and early warning systems for women and children – groups particularly vulnerable to climate risks – through the use of local structures such as women's saving groups and school networks.

Project pilots were designed through participatory processes that responded to the specific needs of community members from different backgrounds. This included using languages that reach minority communities in Addis Ababa and the Climate Champion programme engaging the urban poor in Kampala. The programme has empowered local leaders – particularly women and people from underrepresented groups – to become active agents in climate resilience.

WISER supported the Weather Ready Pacific Programme (WRP). Through a regional workshop contextual and national insights were drawn on for an inclusive co-designed and co-created pathway to mainstream Gender Equality, Disability and Social Inclusion (GEDSI) into Early Warning preparedness and response in the Pacific.

The workshop brought together NMHSs, Disaster Management Offices and the Pacific women's movement, Pacific organisations of persons with disabilities (OPDs), the church and faith-based organisations, and broader civil society. The different representative groups shared experience on challenges faced in accessing and using WCIS. This was the first time NMHS Directors were formally engaged in discussing GEDSI issues and exploring how to better reach women, people with disabilities and marginalised groups in the Pacific Island Communities.



Kampala, Uganda\_ DARAJA Co-production Workshop bringing together local stakeholders to strengthen early warning systems through inclusive collaboration, Photo Credit\_ Joan Nsiimo (ACTogether), 2023



Ms. Sainimili Tawake, Chief Executive Officer of the Pacific Disability Forum (PDF) and Mr. Kamal Kishore, the Special Representative of the United Nations Secretary-General (SRSG) for Disaster Risk Reduction, and Head of the United Nations Office for Disaster Risk Reduction (UNDRR), 2025, Nadi, Fiji Islands.  
Photo credit: Patricia Mallam, SPREP

## Annex: WISER'S approach to Gender, Equity, Disability and Social Inclusion

A WISER MENA project led by BBC Media Action in Algeria, aimed to enhance the effectiveness of emergency communication during wildfires by developing new approaches to reaching vulnerable Amazigh communities. Algeria's Tamazight-speaking Amazigh communities face significant linguistic barriers and cultural marginalisation influencing their ability to access weather and climate information. Mainstream media underrepresents Tamazight, primarily broadcasting in Arabic and French.

BBC Media Action initiated research with 12 Civil Society Organisations (CSOs), community groups, radio groups and clubs for young people (including girls). It engaged in both Arabic and Tamazight to gather perspectives on weather and climate information services access and disparities in this, trust in and usefulness of weather and climate information services information and actions taken as a result of receiving weather and climate information services. Local organisations, media and community groups carried out the research. BBC Media Action translated and published the outputs in French and used them to inform subsequent training design and coproduction activities. BBC Media Action hosted a training workshop with Local Government, Weather and Wildfire Services, Local Authorities, Forestry and Fire Fighting Services, CSOs, media professionals, journalists and students in the Kabylie region. Training focused on:

- Understanding weather and climate
- Understanding and simplifying scientific data
- Wildfire science, causes and prevention
- Links to climate change
- How to translate complex language into terms understandable in local language and for communication through social media. As a practical exercise, participants produced media content for distribution on Tik Tok in the Tamazight language, which received thousands of views within hours.

Equality, diversity and inclusion - Met Office

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