

FLEXIBLE  
WORKING***FAMILY FRIENDLY AND FLEXIBLE  
WORKING - FOR FATHERS TOO***

There is a recognition across the offshore wind industry that if it is to achieve the 40GW by 2030 deployment target in the Offshore Wind Sector Deal agreed with the UK government, then it must also ensure it is tapping into the largest talent pool possible.

The sector needs to take decisive and immediate action to bring about a more diverse and inclusive workforce. The fact that women currently only account for 16% of the workforce but with a minimum target to employ 33% women across the sector by 2030 gives a stark reminder of the scale of the task. However, with the right policies in place, it is achievable.

Ørsted is always looking for ways to creatively manage the structure of roles and working practices in the UK to support a diverse workforce and open up job opportunities to as many people as possible.

The company's family friendly policies are designed to ensure wellbeing and encourage all employees to reach their full potential. Analysis from HR DataHub points to flexible working as having one of the most significant impacts on increasing the proportion of women in the top quartile of earners and with this in mind Ørsted has put in place policies including flexible working, career breaks and parental leave that support and encourage sustainable career progression.

Ørsted has developed enhanced policies to demonstrate its commitment to a progressive and inclusive working culture. Most recently it has increased paternity leave allowance to allow employees to spend more time with their young children and allow them to help with care arrangements. Eligible employees are entitled to company enhanced paternity leave for a maximum of 6 weeks.

Dirk Wilyman is part of the Parental Leave Working Group at Ørsted that helped highlight this issue and bring about the change on policy:



6 weeks enhanced paternity leave for eligible employees

*"The Parental Leave Working Group came together to seek enhanced paid paternity leave for two simple reasons. Firstly, we believe that fathers deserve dedicated time to bond with their child during the first year of its life. Secondly, we believe that providing the opportunity and encouraging fathers to take extended paternity leave and allowing them to take a greater role in family life, will lead to a culture of greater gender equality in the workplace and contribute to employees' overall wellbeing."*

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