

Freedom of Information (FOI) request

Received: 28 February 2025
Date: 26 March 2025
Ref: Sent by email from enquiries@theccc.org.uk
Published: www.theccc.org.uk/about/transparency

Your request:

Dear Committee on Climate Change,

I wish to make a freedom of information request and would be grateful if you could supply the following information within 20 working days:

1) The number of roles across all components of the organisation, expressed in numbers of full-time employees (FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity. This information should encompass all staff employed by the organisation, regardless of their geographical location.

Roles meeting this description could include (amongst other guises) "Equality, Diversity and Inclusion Officer" (EDI) or "Diversity and Inclusion Project Managers". Please break down, if possible, the number of roles per component part of the department's operations.

For all roles meeting this description, please also provide, in order of preference, either a) the salary of these roles, b) the pay band of these roles, or c) the combined total salary of these roles. Please provide the information that is most in accordance with your data processing practices.

Please also advise if the organisation has any plans to hire further staff in these areas within the next 18 months, and the roles/pay bands that they are likely to occupy.

2) With the same criteria as above, please provide the number of internal training courses attended by staff which pertain to the issues encompassed by equality, diversity or inclusivity. Please include the name of the courses, the number of attendees, and the duration of the course.

3) Please, if possible, provide details of any internal EDI practices and networks, including the number of individuals who are members of such networks.

4) Please provide details of any external contractors brought in by the organisation to conduct training, advice, or guidance on issues relating to EDI. Where applicable this should include costs and associated manhours.

5) Please provide details of how equality, diversity and inclusivity is included in your procurement practices, the relative weight afforded to these considerations, and the current value of contracts in which EDI considerations was a part of the procurement process.

Complying with all 5 questions should not exceed the statutory cost limit, but should you deem that it does, please then proceed with the request excluding those components that would result in the threshold being crossed. At the absolute minimum, I would expect that parts 1 – 4 should be answered.

Yours faithfully,

[name redacted]

Our response:

Thank you for your request. We have handled your request under the Freedom of Information Act 2000 (FOIA).

1. The number of roles across all components of the organisation, expressed in numbers of full-time employees (FTE), that are mainly or exclusively focussed on issues of equality, diversity, or inclusivity.

The CCC does not have any staff mainly, or exclusively, focussed on issues of equality, diversity or inclusion.

2. The number of internal training courses attended by staff which pertain to the issues encompassed by equality, diversity or inclusivity, including the name of the courses, the number of attendees, and the duration of the course.

Number of courses: 1

Course name: Unconscious bias training

Number of attendees: Data not held

Duration of the course: Half day

3. Details of any internal EDI practices and networks, including the number of individuals who are members of such networks.

There are no internal EDI networks. The CCC's EDI Strategy is attached (below).

4. Details of any external contractors brought in by the organisation to conduct training, advice, or guidance on issues relating to EDI. Where applicable this should include costs and associated manhours.

Date	Contractor	Man hours	Cost (exc VAT)
Mar 2022	Pearn Kandola	Data not held	£19,500
Sep 2022	Pearn Kandola	Data not held	£8,625
Mar 2023	Pearn Kandola	Data not held	£4,375

5. Details of how equality, diversity and inclusivity is included in your procurement practices, the relative weight afforded to these considerations, and the current value of contracts in which EDI considerations was a part of the procurement process.

The CCC's standard procurement terms and conditions include the following requirement for contractors:

32. EQUALITY & NON-DISCRIMINATION

(1) The Contractor shall not unlawfully discriminate within the meaning and scope of any law, enactment, order or regulation relating to discrimination (whether in age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation or otherwise).

(2) The Contractor shall take all reasonable steps to secure the observance of clause 32(1)19CCC Standard Terms & Conditions for Contracts of Service (rev 07.24) by Contractor Personnel and all suppliers employed in the execution of the Contract.

(3) The Contractor must take all necessary steps, and inform the Authority of the steps taken, to prevent anything that is considered by a court, tribunal or the Equality and Human Rights Commission (or any successor organisation) to be unlawful discrimination in the execution of the Contract.

The selection criteria for assessing and awarding tenders is established based on the individual requirements on the contract. To review the procurement documentation for each contract to assess whether EDI considerations were included in the selection criteria, retrieve and extract the information is estimated to take approximately 15 minutes per contract. The CCC awards, on average 30 - 40 contracts each year. We therefore request that a time period is specified to enable the request to be completed within the reasonable cost limits specified by the Act.

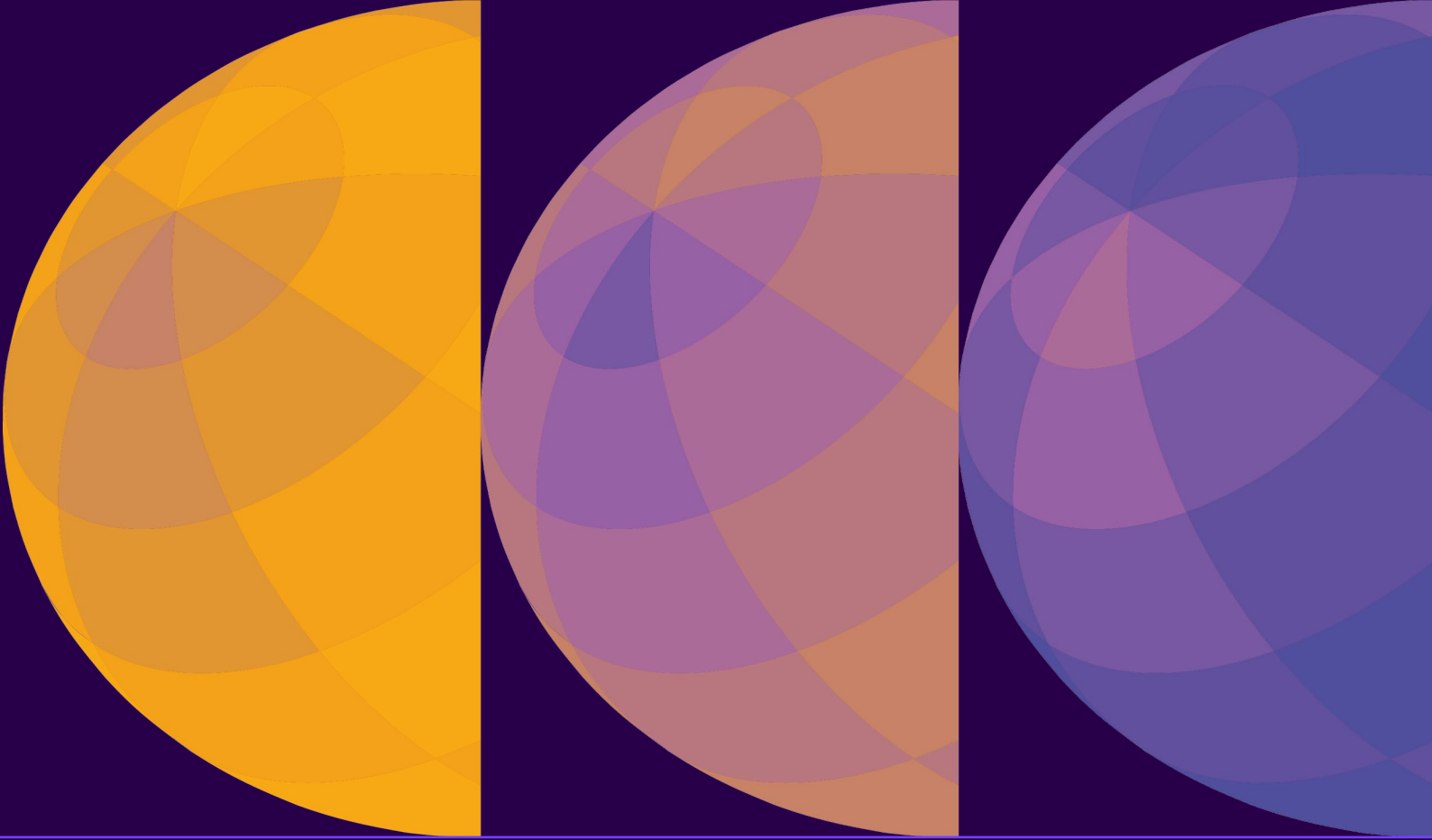
Information disclosed in response to this FOIA request is releasable to the public. In keeping with the spirit and effect of the FOIA and the government's Transparency Agenda, this letter and the information disclosed to you may be placed on the CCC website, together with any related

information that will provide a key to its wider context. No information identifying you will be placed on the CCC website.

If you are dissatisfied with the handling of your request, you have the right to ask for an internal review. If you are not content with the outcome of the review, you may apply directly to the Information Commissioner for a decision. In keeping with our transparency policy, the information released to you will be published on www.theccc.org.uk. Please note that this publication will not include your personal data.

Kind regards,

Climate Change Committee



Equality, Diversity and Inclusion Strategy and action plan

July 2022

Foreword

I'm delighted to publish this strategy for equality, diversity and inclusion at the Climate Change Committee (CCC). The CCC plays a unique role, under the framework of the Climate Change Act and similar legislation in Wales, Scotland and Northern Ireland. We are tasked with providing independent analysis and advice on climate issues, one of the most important challenges facing people across the UK.

The target of our advice is principally Government and Parliament, but our responsibility is to the people of this country. The change in the climate has already affected everyone living in the UK, but the impacts are not being felt equally. The transition to Net Zero will impact on the lives of people in every community and every region; achieving a fair transition is now the central concern. We have a duty to understand these changes in depth, to collect and represent the views of a broad a range of people, and to communicate our analysis in the most inclusive way.

So, it is vital that the CCC is representative of everyone who lives and works in the United Kingdom. It's often said – wrongly – that 'climate change' is a white, middle-class pursuit. My own experience is very different. Communities across our nation have strong views on what should be done to tackle climate change. Those views are not uniform. There is a rich discussion in every culture. But not everyone has a platform to express their views – and too often the people working on advice and analysis are drawn from a narrow set of societal groups. It's our duty to broaden representation and bring genuine diversity to the climate discussion. That starts with recognising that the CCC itself must become more diverse. Our advice will be more impactful if people outside the CCC recognise us as an inclusive organisation, which gives opportunities for under-represented groups to contribute to discussions about climate action.

We have some way to go. As the evidence in this strategy shows, we are a small organisation which has achieved some success in improving gender equality, but has struggled on other important indicators of diversity, especially race. We aim to address that, through changes in the way we work, conscious choices about our team culture and especially through our people and our recruitment.

I'm excited to publish this strategy – and to invite public scrutiny. I hope we can play our role in broadening participation in one of the most exciting topics of debate in the UK today.



Chris Stark
Chief Executive
May 2022

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Climate change and Equality, Diversity and Inclusion

Climate change is an issue that will affect everyone, but inequalities in society mean that not everyone will be affected in the same way. The Global South and world's poorest people will experience the worst impacts of climate change despite being the least responsible - African, Asian, South American, and indigenous and minority populations will be disproportionately affected, particularly women as primary caregivers and providers of fuel and food.

Adapting to a changing climate while transitioning to Net Zero emissions by 2050 is going to impact people and groups in complex ways. On a national level, evidence points to minorities and older people being most at risk from climate-related effects, including from exposure to air pollution, overheating and flooding. Mitigation policies have many distributional effects, such as who benefits from new low carbon technologies and who pays for low carbon policies.

Equality, Diversity and Inclusion at the CCC

The Climate Change Committee is an independent, statutory body established under the Climate Change Act 2008. Our purpose is to advise the UK and devolved Governments on emissions targets and to report to Parliament on progress made in reducing greenhouse gas emissions and preparing for and adapting to the impacts of climate change, while accounting for international climate science.

The CCC is a relatively small organisation where staff have indicated that they feel they are treated respectfully and fairly in the workplace.¹ We want to recognise and reinforce the things that make the CCC a great place to work while also challenging ourselves to be more inclusive in the workplace, through our work and in the makeup of our staff.

Equality, Diversity and Inclusion (EDI) offers a framework for the CCC to improve our advice to Government and how we report on progress made in reducing emissions and adapting to climate change to ensure better policy outcomes for all UK citizens. This strategy sets out how the CCC will take this forward within our own organisation and structures, and the way in which we carry out our statutory obligations.

Equality, Diversity and Inclusion often go hand in hand but also are different from each another. Organisations must consider both in their people management practices and strategies, as well as how they are incorporated into the organisation's purpose:

- **Equality** is about ensuring everybody has equality of opportunity and is not treated differently or discriminated against because of their characteristics. In the context of climate change policy, this could mean ensuring equal policy outcomes for different people.
- **Diversity** means being composed of differing elements. In a workplace, diversity means that the workforce is made up of employees with different races, genders, career backgrounds and skills. Diversity is proven to make communities and workplaces more productive, tolerant and welcoming. Differences include visible and non-visible factors, such as social background, culture, personality, accent and language. For the CCC's work, this could mean ensuring a diverse range of voices are heard and using data that captures the diversity of the UK.
- **Inclusion** is the practice of providing everyone with equal access to opportunities and resources. Inclusion efforts in the workplace help to give traditionally marginalised groups, like those based on gender, race or physical or mental disabilities, a means to feel equal and heard— with an individual voice and experience that is valued. Inclusive actions make a workplace a safer, more respectful environment for all employees. For the CCC, this could include consideration of how policies can be designed to be inclusive of different groups.

Our aims

In the UK, age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation are 'protected characteristics' covered by discrimination law to further equality under the Equality Act 2010. This strategy seeks to go beyond the Equality Act and builds upon existing Government Diversity and Inclusion strategies and guidance.^{2,3}

This strategy is for all CCC employees and is to be applied to all our statutory duties (to the extent that is reasonable and practicable). It will evolve over time through input from our staff, our sponsor departments to drive best practice, and as we improve our own processes and encourage others to take action.

This strategy aims to build a positive, constructive EDI culture within the CCC and to ensure that EDI informs delivery of our statutory obligations:

1. **Our work** understands and recognises the importance of EDI for improving the intended outcomes of our advice and recommendations to Government. We will use tools such as data and equality analysis and representative focus groups to better understand the potential differential impacts of our advice and commit to presenting this evidence in an engaging and clear manner.
2. **Our culture** is inclusive and supportive, where all staff are treated respectfully and fairly, regardless of background, gender, ethnicity or other aspects, and where bullying or harassment of any form is not tolerated.
3. **Our people** are increasingly diverse across the profile of the CCC, so that we are more reflective of the society that we serve.

Our planned actions

Our initial planned actions under each of the three aims are described below.

Box 2

Our Work

Our work advising Government represents the greatest opportunity for the CCC to have an impact and make a difference. It is an area where the CCC can also influence others and ensure that equality, diversity and inclusion are considered across all areas of climate action. To ensure the CCC's advice to Government considers and reflects the needs and interests of society across the UK, we will:

1. Invite speakers from diverse backgrounds to speak to the Committee and Secretariat on links between climate and diversity issues.
2. Nominate a Committee Member champion and create a Committee Secretariat group to promote equality, diversity and inclusion within the organisation.
3. Commit to all CCC panels being balanced, inclusive and representative of wider society.
4. Aim only to contribute to external panels that are both diverse and inclusive (Secretariat). In particular, the Secretariat will not contribute to external panels that are all male.
5. Include a requirement in our procurement terms and conditions for suppliers to confirm they are compliant with the Equality Act 2010.
6. Introduce (where applicable) scoring criteria to assess how well our suppliers are considering issues of diversity and inclusion within proposals.
7. Investigate the knowledge and data gaps that prevent a holistic understanding of how climate change mitigation and adaptation policies impact UK citizens and consider how the CCC can build a greater evidence base to address these gaps. We will include this research in our work programme from 2023.
8. Investigate how our communications and engagement work might target more diverse groups through different communication channels.
9. Develop appropriate indicators to track progress against our work D&I aims (EDI working group).

Delivering these initiatives will result in:

- A greater awareness of how diversity and inclusion can impact upon the delivery of Net Zero in the UK and around the world.
- A greater understanding of the knowledge gaps on distributional impacts of climate policies through a D&I lens and a plan to fill some of these gaps.
- A clear and visible group of champions within the Committee to increase awareness and ensure improvements can be made.

Timeframe:

- From April 2022 – Complete all actions by end of 2022-23.

Box 3

Our Culture

To ensure the CCC is an inclusive and supportive place to work, where all staff are treated respectfully and fairly, regardless of background, gender, ethnicity or other aspects, and where bullying or harassment of any form is not tolerated.

10. We will maintain a group of well-being champions to provide support for staff to manage stress and mental health conditions in the workplace, raise awareness of mental health conditions and help foster workplace practices that support wellbeing in the CCC.
11. All staff will undertake diversity and inclusion training (e.g., unconscious bias training) upon joining the CCC which will be supported with regular workshops to improve understanding and awareness, while also providing a safe space for staff to discuss EDI.
12. We will provide greater opportunities for staff to participate in wider all staff networks across Government.
13. All SCS staff will include an objective on diversity and inclusion as part of their annual objective setting process, examples will be provided by the CCC EDI working group.
14. We will seek feedback from all staff in an initial survey before this strategy launches and then within the annual staff survey.

Delivering these initiatives will result in:

- A supportive, more inclusive organisation which benefits our analysis, our wider work and our overall culture.
- A consistent understanding of diversity and inclusion, alongside improved confidence in how to talk about diversity and inclusion.
- All staff feeling empowered to provide feedback and improved engagement with staff and senior leaders on the issue of EDI.

Timeframe:

- April 2022 - Complete all actions by end of 2022-23.

Box 4 Our People

There is a need to increase diversity across the CCC, so that it is more reflective of the society we serve. The CCC is currently underrepresented in terms of people from Black, Asian and Minority Ethnic backgrounds. It is also underrepresented in terms of LGBTQ+ and in terms of disability. Ensuring the CCC is diverse benefits the CCC in providing a greater understanding of how our work and our policies are received, understood and perceived.

We set out our actions below:

15. We will monitor recruitment diversity data from our shared services provider, SSCL, so that we can assess if and how we can attract and reflect the diversity of society.
16. We will review our recruitment processes to ensure opportunities within our organisation reach a diverse audience and that meet the needs of a diverse range of applicants.
17. We will sign the Race at Work Charter⁴ which includes 7 principal calls to action for organisations to ensure their workplaces are tackling barriers in recruitment and progression and that their organisations are more representative of UK society today.
18. We will work closely with the 'BEIS partnerships diversity lead' (the Government Department for Business, Energy and Industrial Strategy) to improve the diversity of our applications and appointments.

Delivering these initiatives will result in:

- Provide a clear understanding of where the CCC can improve its recruitment processes to reach a more diverse applicant pool.
- Improve the diversity of shortlists that translate into hires, across all diversity characteristics and at all levels (analyst to director).
- Ensure CCC recruitment and selection processes represent best practice and are inclusive for all.
- Practical steps being taken to tackle any barriers that all minorities face in recruitment or in the wider organisation.

Timeframe:

- April 2023 to complete all actions.

The EDI working group will review this strategy and actions at the end of 2022 and agree new actions with the management team to build on our initial work in 2023.

Endnotes

- ¹ CCC (2020) Internal Annual Feedback Survey
- ² Civil Service Diversity and Inclusion Strategy 2022- 2025
<https://www.gov.uk/government/publications/civil-service-diversity-and-inclusion-strategy-2022-to-2025/civil-service-diversity-and-inclusion-strategy-2022-to-2025.html>
- ³ Civil Service Success Profiles <https://www.gov.uk/government/publications/success-profiles>
- ⁴ Race Disparity Unit (2018) *Race at Work Charter*.
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/747522/Race_at_Work_Charter.pdf

Equality, Diversity and Inclusion Strategy and action plan

July 2022