

Building the UK's renewable energy future



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It's been an action-packed year, both for RenewableUK as an organisation and for the wider renewables sector. For the sector, 2024 has seen clean energy break records in the UK for power generation, with renewables providing 46.4% of the UK's electricity, outstripping fossil fuels for the third time in four years. The UK also hit the historic milestone of 30 gigawatts (GW) of wind generation capacity this summer, which is sufficient to meet the annual power needs of more than 26 million homes and cut carbon emissions by more than 35 million tonnes a year. Internally, our award-winning team has continued to grow, as well as our new customer relationship management system being implemented to better manage interactions with members, and our new website launching as part of our wider digital transformation.

And that's without mentioning the arrival of a new Government with a clear mandate to deliver its clean energy mission, a bold vision for the country's net zero ambitions, and a renewed focus on maximising the industrial and job opportunities our sector offers the UK.

In recent months we've seen positive change and momentum develop on a number of fronts for renewables, with the new Government setting its stall out early by lifting the de facto ban on onshore wind in England, before uplifting the budget for Allocation Round 6 to a record £1.55 billion, ensuring the Contracts for Difference (CfD) scheme was able to mark somewhat of a recovery and secure 9.6GW of new renewable energy capacity for the country, including in innovative technologies like tidal stream and floating wind. We also saw the first wave of 11 green hydrogen projects progress through the Autumn Statement and Hydrogen Allocation Round (HAR) 1, with many more expected to follow through the HAR system. RenewableUK subsequently published a paper outlining further evolutionary reforms to future clean energy auctions, as we continue to push for greater renewable energy deployment in 2025 and beyond.

We've also seen longer-term ambitions begin to take shape, including the creation of Great British Energy as a state-backed investor in new renewable energy projects, Mission Control established to accelerate progress on energy projects and deliver the Government's clean power mission by 2030, alongside the formation of the National Energy System Operator (NESO), which will provide advice on pathways to clean power in 2030 and produce the first iteration of a strategic spatial plan for energy in 2026. RenewableUK has quickly established strong relationships with these bodies, and we have continued to advocate for the right framework and grants to be put in place alongside them, as well as for the delivery of an effective industrial strategy to maximise new supply chain investments.

Executive Leadership Team

Against this backdrop of dynamic change, RenewableUK has continued to lead the industry through initiatives such as publishing a detailed **Industrial Growth Plan** for offshore wind, which sets out how to triple manufacturing capacity over the next ten years, our regular meetings with senior ministers and MPs, and the bold vision outlined in our **2024 Manifesto** on how we can accelerate the transition to clean energy, bolster our energy security, provide lower-cost electricity to ease the cost of living for households, boost the competitiveness of UK businesses and supply chains, and support tens of thousands of jobs across the country.

We continue to deliver at pace to support the UK renewable energy sector and maintain our position at the cutting edge of the energy transition, ensuring our members are able to work and grow in a connected, seamless, and positive way. We have sustained our commitment to providing high-quality insights and analysis, collaboration with our diverse and valued membership, passionate advocacy for the sector, both to policymakers and the public, and a programme of award-winning events. We have also developed and strengthened our coordination and leadership of the **Offshore Wind Industry Council** (OWIC), aligning action and engagement to deliver solutions to the offshore wind industry.

Nearly 10,000 people attended at least one **RenewableUK event** in 2024, engaging with a broad range of expert insights and content, meeting our members and establishing relationships, as well as exploring the opportunities our great sector offers. We also hosted seven **member connects** throughout the year and have seen our **EnergyPulse** platform continue to thrive as the industry's go-to market intelligence service, providing comprehensive and accurate data, insights and dashboards for the wind, marine, energy storage and green hydrogen sectors in the UK, as well as offshore wind globally.

We would like to thank all our members for joining us on this path, empowering us to support your ambitions as we work together to drive this essential transformation. We have welcomed 75 new members in 2024, diversifying the range of organisations we represent and champion, whilst supporting companies looking, possibly for the first time, at what their role in the renewables sector might be. We are more motivated than ever to continue our work into 2025, strengthening our relationship with OWIC, and building on the significant progress made in the last 12 months. All whilst continuing to go further as we advocate, educate, and inspire for a better planet.



We continue to deliver at pace to support the UK renewable energy sector and maintain our position at the cutting edge of the energy transition, ensuring our members are able to work and grow in a connected, seamless, and positive way."

Dan McGrail
Chief Executive



Ana Musat
Executive Director,
Policy and Engagement



Liz Conboy
Executive Director,
Commercial



Jane Cooper
Executive Director
of Offshore Wind



Garth Halliday
Chief Operating Officer



When I took up the role of Chair a little over a year ago, my ambitions were threefold. I wanted to establish RenewableUK as the ‘go-to’ industry association in the energy sector, by delivering for our members and stakeholders, to create an even stronger relationship with the Government, one built on trust and shared objectives, and to broaden the visibility of the great work we carry out.

I am proud to say that we have made significant progress in all three areas during 2024, thanks to the leadership of both Chief Executive Dan McGrail and the Executive Team, alongside the work of the wider RenewableUK team.

I have been delighted to welcome a number of new **Board members** this year, alongside a new **Shadow Board**, as well as agreeing a series of objectives for 2025. These include organisational refinement to reflect our diverse membership and the wide-ranging technology mix that is now maturing throughout our industry, as well as the creation of joint working groups with Government which will deliver across a broad spectrum for our members, developers, the greater industry supply chain, and society at large.

It’s undoubtedly an exciting time for both RenewableUK and the clean energy sector, and whilst this year has seen the election of a new Government with massive ambitions around clean energy, it has also been marked by a series of disastrous natural events, including several close to home such as October’s devastating floods in Spain. Although RenewableUK is a collection of industry players united around a set of common purposes, and against this backdrop it’s vital to remember that our most important purpose is to tackle the climate crisis and place the UK at the centre of the global renewables industry.

As RenewableUK continues to move forward and serve the needs of its diverse and growing membership, the input of my fellow Board members will be more valuable than ever. I would like to thank them for their contributions over the past year, and I look forward to continuing our important work into 2025 and beyond.

Paul Cooley
RenewableUK Chair
and SSE Renewables
Director of Offshore



Board

RenewableUK welcomed the **third [Shadow Board](#) cohort at the start of 2024**, which included representatives from the supply chain, developers and not-for-profit organisations, hailing from all corners of the UK. The Shadow Board aims to amplify the work of RenewableUK and accelerate the UK's net zero agenda through four workstreams: **Regions, Engagement, Communications and Onshore Wind**.

The 'Regions' subgroup champions the voice of the supply chain by offering on-the-ground perspective from each corner of the UK. It has advocated for the roll-out of the Industrial Growth Plan, meeting industry colleagues at key regional events throughout the year.

The Shadow Board has created 'Engagement' opportunities with the next generation of young professionals and workers transitioning from other sectors, supporting our industry's ambition to attract new talent through dedicated welcome and wrap-up sessions at RenewableUK events. As part of this, the Shadow Board worked with RenewableUK to launch an introductory course on offshore wind, in [partnership with Unifrog](#), which is now accessible to school students across the UK as a gateway to the renewables sector, and it supported a live demonstration of the course at [Global Offshore Wind 2024](#) to an audience of more than 60 local students.

The 'Communications' workstream has included informing the development of an upcoming national campaign on the wider benefits of renewable energy, through regular meetings and feedback sessions, as well as doubling the number of followers for the [Shadow Board LinkedIn page](#), which has seen nearly 100,000 impressions on its posts this year.

Additionally, the Shadow Board has supported renewed focus on the development of onshore wind capacity in the UK this year, hosting a session at the [Onshore Wind Conference 2024](#) with local students to emphasise the critical role of renewables in tackling the climate crisis and promote understanding of career opportunities in the sector.

The cohort will close the year by playing a central role at December's [Future Leaders](#) event, as well as hosting an inaugural Shadow Board alumni event to welcome back previous participants, and RenewableUK would like to offer our sincere thanks to all its members for their continued commitment to the brief, and their outreach work across the year.

Anne-Charlotte Gaillard
RenewableUK Shadow Board Chair
and SSE Renewables Project Manager
– Offshore Developments

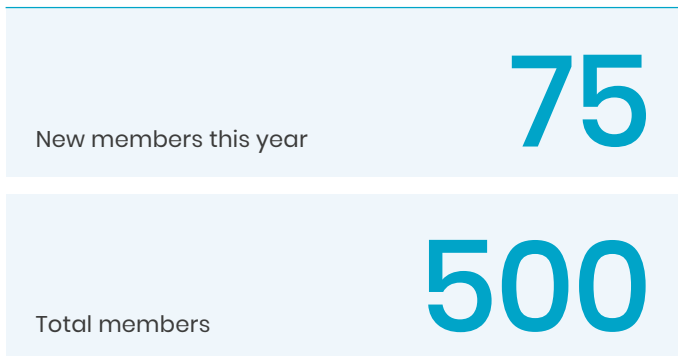


Shadow Board

Public affairs



Membership



Top ten policy wins

Onshore wind de facto ban lifted in England, with Onshore Wind Taskforce established

Budget uplift secured for AR6, with 131 projects subsequently winning contracts across a range of technologies and wider reforms now being considered for future clean energy auctions

Commitment to transform ports around the UK into new industrial hubs for offshore wind manufacturing and assembly through the National Wealth Fund

Clean Industry Bonus announced, allowing offshore wind projects to access an additional £27 million per GW of capacity in revenue support through future clean energy auctions

Exclusion of radical market reform options from the second Review of Electricity Market Arrangements (REMA) consultation, including nodal pricing and a split wholesale market for renewables and fossil fuels

Steering the ambitions of Great British Energy to be a positive addition to the energy ecosystem, in line with the recommendations of our report with Public First

Confirmation on long-duration electricity storage cap and floor mechanism being introduced in 2025

Commitment to grid connections reform and acceleration of projects that are ready to connect

Transmission licence exemption granted to allow higher voltage array cables for offshore wind farms

Memorandum of understanding signed by the Department for Energy Security and Net Zero (DESNZ) to support delivery of the Energy Skills Passport

2024 in numbers

Media coverage

Media articles
quoting
RenewableUK

3,700+

Press releases
issued

60+



Notable appearances in The Times, Sunday Times, Financial Times, Daily Telegraph, Sunday Telegraph, The Guardian, The Independent, Daily Mail, Daily Mirror, The Scotsman, London Evening Standard, Bloomberg, Politico, and the New York Times

Events

Conferences

13

Attendees

9,500+

Exhibitors

5,500+

Sponsors and partners

100+

Speakers

700+

More than half of our events have **above 40% female conference speaker representation**, rising to **53% for Smart Energy 2024** in Northern Ireland

TV and radio highlights

TV and radio
interviews

12

Highlights included an exclusive interview on **BBC Radio 4's Today** programme, with **Chief Executive Dan McGrail** profiling our Industrial Growth Plan for offshore wind

Interviews on **Sky News** and **ITV News**, with our **Executive Director of Policy Ana Musat** discussing electricity market reform

Social media

Impressions

3m+

Posts

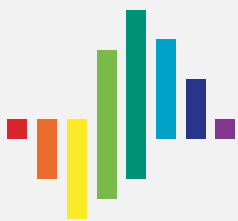
1,500+

New
followers

20,000+

RenewableUK’s EnergyPulse is the industry’s go-to market intelligence service for renewable energy news, project data and analysis, enabled by class-leading Tableau technology.

Connected to our network of nearly 500 members, the EnergyPulse team researches the renewable energy market, sourcing industry news, renewable energy market size, contracts and ownership from our network members, Government publications, regulators, planning authorities, publicly available company information, financial markets and established media sources.



RenewableUK
EnergyPulse

Members can use its range of interactive tools to discover comprehensive and accurate renewable energy data, insights and dashboards for the wind, marine, energy storage and green hydrogen sectors in the UK – and offshore wind globally. Highlights from 2024 include:

New projects tracked	927
Events added, of which 755 are new contract awards	5,420
Individual turbine locations mapped across the UK to support The Aviation Investment Fund Company Ltd (AIFCL)	17k
Leasing rounds identified through its offshore wind dataset	100
Countries where offshore wind projects have been tracked	44
Reports published throughout the year to provide further analysis	7
Working collaboratively with Vekta Group to develop and enhance geospatial data to enhance EnergyPulse global offshore wind dashboards.	

Global Offshore Wind returned to Manchester Central on 18–19 June 2024. We were joined by industry leaders, innovators, and policymakers at this global conference to shape a coming of age sector. Delegates explored cutting-edge technologies, built strategic partnerships, and discovered solutions for critical challenges, immersing themselves in exciting topics like floating wind, digitalisation and sustainable development.



Event statistics

Social media impressions during #RUKGOW24 week

72,188

Attendees

4,314

Speakers

238

Stands

173

Sessions

128

Student visitors

80

Delegations

20

Feature areas

6

Global Offshore Wind



Throughout 2024, we've continued working to retain and capitalise on the UK's world-leading position in offshore wind, building on the strengths of the workforce and supply chain to ensure both floating and fixed bottom offshore wind are able to grow consistently and sustainably.

Industrial growth

In April, as part of wider efforts to boost investment in the UK against a backdrop of increasing global competition for clean energy technology, we published a detailed [Industrial Growth Plan](#) (IGP) for offshore wind, in partnership with the Offshore Wind Industry Council (OWIC), The Crown Estate, and Crown Estate Scotland. Informed by a 'make or buy' assessment of all the key components and services in the offshore wind value chain, the IGP sets out an ambitious vision to triple offshore wind manufacturing capacity over the next ten years and firmly establish the UK as a global leader in a key technology.

Aiming to provide a shared vision which enables industry, Governments across the UK and other funders to better align their investments to boost green jobs and manufacturing in the UK, the IGP envisages mobilising nearly £3 billion of funding nationwide, with private finance doing the heavy lifting. This will bring a return to our economy of just under £9 for every £1 invested, and the IGP sets out a targeted approach which builds on our existing national capabilities, growing our economy, generating employment and securing the UK's leadership in international export markets.

The measures it sets out would support an additional 10,000 jobs a year in the sector, boosting the economy by a further £25 billion between now and 2035, if we accelerate offshore wind deployment in line with our net zero targets to c.6 gigawatts a year. Crucially, it identifies where the UK can build our competitive advantage and establish technology leadership into the long-term, and the industry has been working since its publication to set up an IGP Delivery Body to secure supporting investment that will deliver the goals it sets out, in collaboration with Government and other stakeholders.

Alongside this, we have maintained a focus on developing opportunities specifically within the floating offshore wind space, with the Floating Offshore Wind Taskforce publishing its 2050 Vision at our conference in October. ['Floating Wind: Anchoring the next generation offshore'](#) outlines our vision for how Britain's engineering, maritime and offshore energy prowess, coupled with our exceptional wind resource, makes the UK the natural home for the £1 trillion global floating wind market. The report sets out missions and milestones to maintain UK leadership in the global race for floating offshore wind and aligns with the IGP. The Vision includes a foreword by the Secretary of State for Energy Security and Net Zero, Ed Miliband MP, and was recently cited by the Prime Minister whilst addressing Parliament.

Securing skills

Ensuring the offshore wind sector can attract and retain the right workforce, providing meaningful job opportunities and promoting a welcoming and inclusive environment, has also been a high priority this year. As the sector scales up, we are working to ensure that priority skills shortages are addressed, and we work proactively to engage with the armed forces community and support those looking to transition to the sector, as well as with leading unions and through shaping Government initiatives.

The rate of growth experienced by offshore wind needs to be accompanied by upskilling of existing employees, bringing people in from other sectors and ensuring a longer-term pathway through education and academia. In response to this, we have worked to develop the [Energy Skills Passport](#), which will be launched in the new year to help workers across the UK's energy mix, including oil and gas, to find new roles in offshore wind. Both the UK and Scottish Governments have confirmed their commitment to accelerating it, with the Department for Energy Security and Net Zero (DESNZ) signing a memorandum of understanding with ourselves and Offshore Energies UK (OEUK) to support its delivery. The Passport will enable workers and employers to easily identify which qualifications and training standards are needed for specific roles, and it has been developed in collaboration with the Global Wind Organisation, OEUK and OPITO.

Offshore wind

In July, mere days after assuming power, the new Government ended the de facto ban on new onshore wind projects in England that had been in place since 2015. Later that month, the Onshore Wind Industry Taskforce (ONWIT) was launched, with RenewableUK as a key member and a mission to bring together Government, industry, regulatory and other relevant bodies to drive forward the increases in onshore wind needed to meet 2030 deployment ambitions.

This was followed by the launch of a National Planning Policy Framework (NPPF) consultation, which included measures to bring onshore wind back into scope of the Nationally Significant Infrastructure Project (NSIP) planning regime, and a policy statement is expected in the first quarter of 2025 setting out the key changes to rapidly accelerate the deployment of onshore wind across the UK.

Alongside these anticipated changes, RenewableUK will be working to fully embed onshore wind into the energy landscape in 2025, including formalising deployment ambitions to 2030 and beyond as critical national infrastructure and a vital component within the Government's broader strategy. Unlocking barriers to deployment and de-risking the existing pipeline will be an important part of this, helping to establish a secure and consistent pipeline to build the supply chain and encourage investment by fostering an attractive, stable, long-term market.



**Onshore
ban lifted**

As we prepare for a future where we have many more renewable power sources of all sizes, both across the country and out at sea, fundamental changes will be required to the design of the physical network and how we manage the flow of energy around it. And, of course, what happens when the wind doesn't blow and generation is reduced. As part of this, RenewableUK's work on energy storage, green hydrogen and flexibility has continued to be a prominent focus throughout 2024.

We have published several reports on storage and flexibility in 2024. '[Making the most of renewables: the role of onshore co-location in accelerating an integrated energy system](#)' outlines the case for reforming the grid, planning and regulatory systems, as well as adapting the financial support mechanisms to encourage more battery storage, green hydrogen and renewable projects to "co-locate" at sites where clean electricity is generated throughout the UK. Our latest [EnergyPulse Energy Storage report](#) also showed a significant 67.4% increase in the total pipeline of battery projects, which rose from 57.1GW in May 2023, to 95.6GW in May 2024.

Green hydrogen is both a source of demand for low carbon electricity and a source of flexible power, and it will play a central role in supporting the transition to a renewables-based energy system. 11 green hydrogen projects were recently committed to in the Chancellor's [Autumn Statement](#), as part of Hydrogen Allocation Round (HAR) 1, and many more are expected to follow through the HAR process in the coming year. 2024 also saw confirmation that a '[cap and floor](#)' mechanism will be introduced for long-duration electricity storage in 2025, which had been consistently called for by RenewableUK as an important market reform to catalyse investment, and we will continue to advocate for further reforms to the Capacity Market in the near future.

Looking ahead, we will shortly be publishing a co-report with Hydrogen UK on how to reduce the cost of green hydrogen by better aligning renewable electricity markets with green hydrogen production. Alongside this, our upcoming offshore wind co-location report will make a series of recommendations for bringing down the barriers affecting offshore wind co-location with hydrogen production and electricity storage.



Future energy system

This year's **Allocation Round 6 (AR6)** saw a record budget of £1.55bn, which represented a substantial bounce back after the disappointment of AR5 and resulted in 8.1GW of new renewables winning a Contract for Difference (CfD), including Green Volt, the world's largest commercial floating offshore wind project.

4.9 GW of offshore wind

990 MW of onshore wind

28 MW of tidal stream

In total, almost 5GW of offshore wind was procured, including 3.3GW of new capacity, although this was still less than half of eligible capacity. We also saw 990MW of new onshore wind acquire a CfD, as well as **six new tidal stream projects** totalling 28MW. Administrative Strike Prices (ASPs) across technologies were increased to reflect inflation, high commodity prices and supply chain constraints to avoid a repeat of AR5. These higher ASPs contributed to the larger budget, with unrealistic parameters exacerbating this as the amount of budget required to 'top-up' projects was higher. More realistic parameters would drastically reduce the headline budget figure in AR7.

Whilst this was a promising step forward, a substantial increase in procurement will be required across AR7 and AR8 to reach the country's clean power targets to 2030. RenewableUK's paper, '**Revitalising the Contracts for Difference (CfD) Scheme: reforms to accelerate renewable energy deployment**', sets out five simple, evolutionary reforms to the current allocation process for CfDs, to achieve a revolutionary step-change in the country's renewable energy deployment. These include reforming the auction parameter setting process to produce more realistic reference price assumptions, setting target capacity (in GW) per auction pot and moving towards a capacity-based approach, informed by clear technology targets set in NESO's **Clean Power advice** and the Strategic Spatial Energy Plan, as well as increasing the tenure of CfD contracts from 15 to 20 years or more to reflect longer lifecycles of projects and reduce strike prices.

Several of our proposals can be implemented without major legislative reform in time for the next auction round in 2025, which we expect to be record-breaking, and the Government will need to be both agile and bold enough to reform the current process to match the substantial pipeline we anticipate.

Market design

The new Government was elected earlier this year on the promise of creating a new state-backed energy company to invest in new clean energy projects, known as Great British Energy (GBE). It has subsequently outlined its plans for the role of GBE as an investor in renewable energy projects, and a partnership it will have with The Crown Estate.

RenewableUK has worked closely with the industry to outline a vision for GBE which supports the development of the UK's energy system and accelerates the country's transition to clean energy. Our report with Public First, published in July, detailed the role GBE could play in supporting emerging technologies, community-partnered projects and the transition to clean power, provided it is set up in a way that does not disrupt the energy market.

Many of the report's recommendations have been subsequently taken forward by the Government, including its suggestion that GBE should focus initially on investing in onshore wind and solar projects, as these are quick to build and bring stable revenues.

The Autumn Budget included a critical commitment to use the National Wealth Fund to transform ports around the UK into new industrial hubs for offshore wind manufacturing and assembly, both to enable the construction and supply projects of UK projects, as well as building a supply chain which could, in time, export cutting-edge technology worldwide.

Looking ahead, RenewableUK will work closely with the Government to build on these announcements and ensure GBE's mandate accelerates the deployment of key technologies, whilst securing the private capital required to realise the country's ambitions.

Great British Energy

The Offshore Wind Industry Council (OWIC) was established in May 2013 to drive the development of the offshore wind sector in the UK, bringing together industry and Government. This year we were delighted to welcome the Secretary of State for Energy Security and Net Zero Ed Miliband as our new Co-Chair, marking the first time an Energy Secretary has formally co-chaired OWIC and succeeding Andrew Bowie MP who Chaired on behalf of the previous Government. We also welcomed Energy Minister Michael Shanks as Vice-Chair, representing a strong signal of the Government's firm commitment to the sector.

Leveraging the Independent report of the Offshore Wind Champion, our work programme is focussed on driving supply chain and skills, removing consenting and grid barriers, and ensuring a sustainable policy environment.

Our work on the offshore wind supply chain covers manufacturing wind turbine blades, fabrication of steel foundations and cable production, through to the services required to develop, construct and operate wind farms. We collaborate with Government bodies and our partners, such as the Offshore Wind Growth Partnership, to enhance the sector's competitiveness and resilience, through initiatives like the Industrial Growth Plan and the Offshore Wind Supply Chain Capability Study.

With a growing offshore wind sector, we have increased our focus on occupational pathways, enhanced labour market intelligence, transitioning of workers and development of local solutions, whilst working with Government and unions to ensure an inclusive and diverse workforce. Delivering a vibrant offshore wind sector offers huge supply chain and skills opportunities across the UK and we are working closely with clusters to maximise local benefits.

Environment, consenting and grid remain challenging and we continue to collaborate with Government to remove barriers to deployment and construction of offshore windfarms. Our environment and consents work has reached several key milestones, including the publication of 'Policy and Legislative Barriers to Offshore Wind Consenting' and engagement with a range of Government departments on the Offshore Wind Environmental Improvement Package (OWEIP).

The Pathways to Growth Coordination Group continues to make progress on accelerating consenting whilst aligning with the Government's conservation goals, including on Habitats Regulations Assessments (HRA), strategic compensation and underwater noise.

We have been delighted to see two successful funding bids achieved through The Offshore Wind Evidence and Change Programme (OWEC), a coalition of 26 organisations led by The Crown Estate, including DESNZ and Defra, for projects led by OWIC:

1. Our Strategic Compensation Studies project has secured £3.5 million in funding from OWEC and OWIC members for a three-year study to improve the shared understanding of environmental compensation options relating to offshore wind's interface with nature, and better coordinate the consenting process for offshore wind projects. The project will work closely with the Collaboration on Offshore Wind Strategic Compensation (COWSC) initiative, led by Defra.
2. The second project will further research environmentally friendly ways of catching scallops, enabling more diversified fishing around offshore wind farms.

National security is of the utmost importance and we continue delivery of the Government Joint Taskforce, securing collaborative agreements to ensure the coexistence of offshore wind with radar infrastructure now and in the future. Alongside Government, we have reviewed how air defence radar is funded, which led to reduced costs to consumers in AR6, this year's clean energy auction. We have also launched a new assessment tool for aviation impacts in relation to proposed development areas, co-funded by the Aviation Investment Fund Company Limited (AIFCL).

The last year has also seen significant progress in relation to offshore transmission, including laying the groundwork for updated offshore transmission policies to support increased offshore wind ambitions, and we recently published our latest report, 'Delivering the shared offshore network: OWIC recommendations for enabling offshore grid coordination', which examines how to develop effective coordination in offshore grids.

RenewableUK is the established, influential voice of the UK renewables industry, with a passionate team of 70 dedicated to helping our members transform energy. We invest in our staff, value their voice, and celebrate diversity in a supportive, dynamic environment. Not only does this boost productivity and motivation at work, it also helps us remain competitive with other employers, strengthens staff retention, and attracts new team members as we continue to grow.

And the results speak for themselves, with the team nominated in 2024 at the prestigious Association of British Professional Conference Organisers (ABPCO) Awards, having won two ABPCO awards last year – Best Event Team and Best Event in partnership with Scottish Renewables for our Floating Offshore Wind conference!

This year, we have continued to take the lead on employee wellbeing by expanding the package of benefits we offer, which now includes scope to volunteer for charitable activities, an electric car scheme, enhanced family-friendly policies including adoption, paternity and maternity leave, a workplace nursery scheme, paid carers leave, private health care provisions, the addition of mental health first aiders and a wellness team, as well as membership of the neighbouring facilities at The Conduit.

Accreditations

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Following a thorough review of our salary practices, we were also delighted to achieve formal accreditation as a Living Wage Employer in 2024, joining a network of 15,000 socially responsible UK businesses who believe their staff deserve a wage that meets the real cost of living.

One year on from our inaugural certification against the ISO 20121 Event Sustainability Management System and ISO 9001 Quality Management System, our team has been maintaining continuous improvement by challenging existing processes improving efficiency and effectiveness. We have also identified four key areas for our next European Foundation for Quality Management (EFQM) evaluation in early 2026 that will help us drive performance and inspire leadership at all levels, while remaining agile and adaptive. Building on this experience, we hosted an event sustainability roundtable of ABPCO members at this year's Floating Offshore Wind conference, where we shared best practice and our experience of building a management system and working with a certification body.

Growth and mobility

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Our award-winning team continues to grow, with new members of staff welcomed this year across a diverse range of roles throughout RenewableUK, RenewableNI and the Offshore Wind Industry Council (OWIC). Newly created positions include that of our Chief Economist, who is responsible for shaping our economic strategy, building a strong evidence base, and developing analysis to highlight the value of renewables, especially amid market volatility. Alongside this, our Procurement Manager oversees the procurement cycle for the company whilst ensuring our policy and processes are ISO compliant and robust, taking RenewableUK into the future of effective procurement management. We were also strengthened by the arrival of our new Executive Director, with responsibility for overseeing the Commercial Team.

Our people

The team at RenewableNI also welcomed new members this year, including a Marketing and Communications Officer, Policy and Public Affairs Advisor, and a Policy Analyst. Whilst OWIC has had a number of new arrivals, of which two are funded by The Crown Estate's OWEC project. These include a Strategic Compensation Project Manager, Consents and Environment Programme Manager, Strategic Compensation Assistant Project Manager, and Senior Supply Chain Analyst.

The EnergyPulse team also continues to grow with the addition of an EnergyPulse Researcher, taking the team to four members. Focussing on European offshore wind data, green hydrogen and Northern Ireland wind and storage data, their arrival reflects the growing status of the platform which has tracked more than 900 new projects in 2024.

RenewableUK also established a relationship with the Social Mobility Foundation this year to create two new paid internship positions within the organisation. These internships aim to provide young people facing structural barriers in education and work due to their socioeconomic background with a first step on their journey to a career in our sector, or elsewhere, and are part of our commitment to increase social mobility in the renewables industry.

S_C**I**A**L**
MO**B**I**L**I**T**
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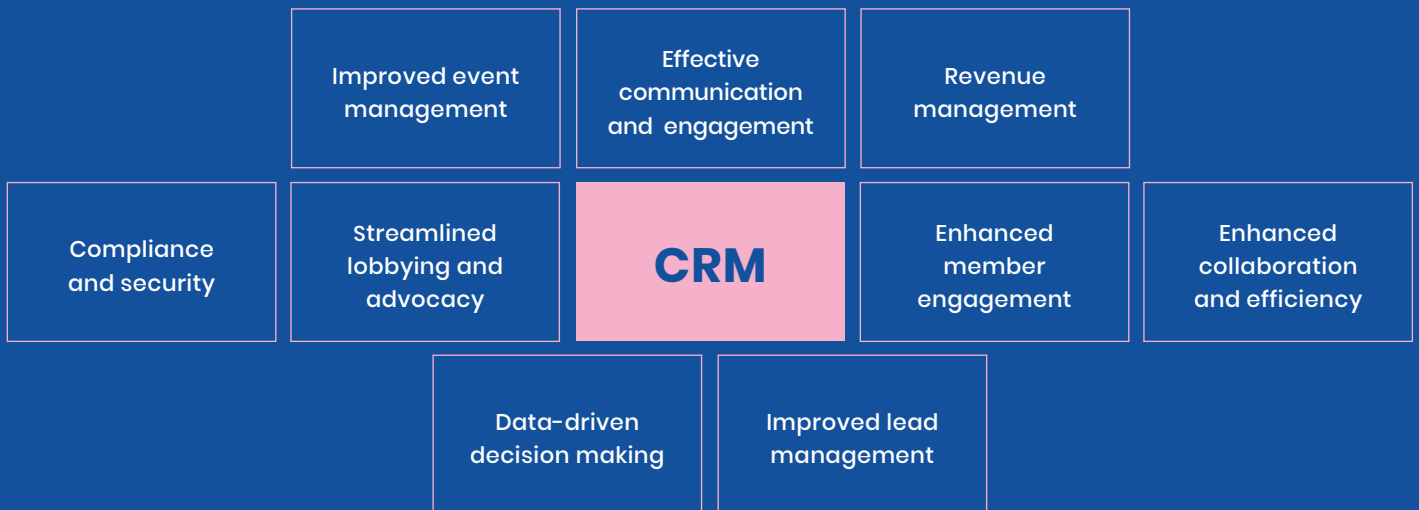
At RenewableUK, we’re continually evolving to better serve our members and stay at the forefront of the dynamic renewable energy sector. This year, following a 20-month development process led by contributors from across the business, we were thrilled to launch our [new website](#) and [member portal](#), alongside a refreshed website for the [Offshore Wind Industry Council \(OWIC\)](#).

In line with RenewableUK’s 2024 brand refresh and our wider digital transformation, the new website offers everything you need to stay informed about the renewable energy landscape. Members now benefit from exclusive access to extra features that make it easier to manage your preferences, keep track of upcoming events, engage with the updated [EnergyPulse](#) interface, and much more.

The new website features a number of key improvements, including better navigation and layout to help you find the information you need about renewable energy, an improved user-experience and design, enhanced events pages to help you keep up with our schedule, and a new [RenewableUK Cymru](#) microsite bringing members the latest news from Wales.

As part of this, we have also launched an enhanced [member portal](#) offering a new way of bringing the industry together and collaborating online. Engaging with the portal allows members to personalise the communications they receive from us, access exclusive content and resources, book discounted tickets to our events, and sign up to exclusive webinars and forums. Next year, we will continue to roll out additional features through the portal, such as enhanced management of working groups.

Behind the scenes, we’ve also introduced a new customer relationship management (CRM) system, which is enabling us to segment audiences to further enhance our engagement and communications with members, making your experience even better as we shape the future of renewable energy together. So don’t miss out! Make sure you’re registered and have set your preferences so you can truly take advantage of our enhanced services and personalised content.



Digital transformation



Refreshed working structure

We have maintained a strong focus on skills throughout the year, with a notable highlight being our engagement with trade unions Prospect, GMB and Unite through the Wind Sector Industrial Relations Collaboration Forum. First established in June, the forum has now met twice and agreed a number of focussed workstreams across the sector.

Alongside this, we have worked in partnership with Energy and Utility Skills, together with industry, to develop a new apprenticeship standard for Wind Turbine Technicians, which was recently submitted to the Institute for Apprenticeships and Technical Education for consideration. We have also provided input into the Government's new Office for Clean Energy Jobs on its approach to skills, building on the work of the previous Government's Green Jobs Taskforce, as well as recently joining the Department for Work and Pensions' (DWP) Labour Market Engagement Group, which works with employers and representative bodies to analyse labour market issues.

Pathways to industry

Throughout 2024, we have continued our work in **partnership with Mission Renewable** to make renewables the industry of choice for service leavers and members of the broader armed forces community, ensuring that our member organisations have access to support and guidance on how best to reach out to them and facilitate their reskilling, recruitment, and retention. This year, we attended the National Transition event alongside a number of industry partners and have grown our Military Working Group within OWIC, as the sector increasingly looks to capitalise on the transferable skills that the armed forces community brings.



**Diversity
and skills**

We have also maintained our **partnership with Unifrog**, first established in 2023, to connect with engaged students searching for their best next steps by providing them with valuable insights into careers in renewable energy. Unifrog is an award-winning, online careers platform for young people deciding on their next steps after school, with a mission to level the playing field by providing them with opportunities to explore and engage with potential career paths, and RenewableUK has with its expert content team to develop a range of tailored materials on the sector, from careers guides to videos and even an online course: '**An Introduction to Offshore Wind**'. We have welcomed groups of students to several of our major events, including a group of more than 60 at Global Offshore Wind 2024, providing the opportunity for them to meet apprentices, graduates, and industry professionals and learn more about the diverse range of careers opportunities in our industry.

Equity, diversity and inclusion

Turning to equity, diversity and inclusion (EDI), we will see a focus on increasing social mobility in the sector and will shortly be updating our best practice guidance to further promote inclusion in the workforce and align industry practices with Government standards for workplace diversity and inclusivity. Looking ahead, 2025 will see expanded initiatives of good practice across the developer community and wider sector, as well as targeted action on diversity as the industry continues to make progress towards its goals of an inclusive workforce.

Internally, we have expanded our efforts to leverage data to monitor our progress on EDI, investing in training and eagerly welcoming feedback to best foster an environment that's ever more inclusive, reflecting our commitment to being leaders in this space.

Furthermore, we have continued in our commitment to inclusivity and sustainability throughout our events programme, having recently introduced a number of measures such as live captioning of speakers, priority lanes for venue access, prayer and breast-feeding rooms, and enhanced accessibility of exhibitor stands. Our sustainability action plan, introduced this year, has helped us reduce waste through prevention, reduction, recycling, and reuse. Whilst, for the first time, all 420 exhibitors and stand contractors at our flagship **Global Offshore Wind 2024** and **Floating Offshore Wind 2024** events were required to submit a sustainability plan covering areas including the lifecycle of their stand, packing materials, transport of stand materials, and builders.

We can also proudly point to our record of diverse event panels, with more than half of our 2024 events featuring over 40% female conference speaker representation. This included our two largest events, Global Offshore Wind 2024 and Floating Offshore Wind 2024, with the figure rising as high as 53% for **Smart Energy 2024** in Northern Ireland.

unifrog

MISSION
RENEWABLE



Looking to 2025, we will once again see a packed events schedule for RenewableUK, RenewableUK Cymru and RenewableNI. This will include our flagship Global Offshore Wind event in June, which will be returning to ExCeL London and our Onshore Wind Conference in Edinburgh, as we continue to strengthen our partnership with Scottish Renewables whilst renewing our commitment to ensuring our events are inclusive, accessible, sustainable, and diverse.

Next year will also see a focus on diversifying our growing membership still further, with particular attention paid to emerging elements of our maturing industry, such as digital integration and finance. As part of this, we are planning to launch a series of seminars on topics impacting our sector's tech verticals, and we are excited to share further details on this with our members in due course.

On the policy front, we will be working closely with Government to realise its ambitions around CfD reform and support delivery of its Clean Power 2030 action plan. Following the reversal of the onshore wind ban in England, we will work to ensure the industry capitalises on this opportunity through our membership of the Government's Onshore Wind Industry Taskforce, whilst helping to steer the ambitions of Great British Energy so that it is an impactful and positive addition to our energy ecosystem. The Energy Skills Passport will also be launched in the new year, and will further the sector's efforts to attract and retain a workforce of the right people in the right place, providing meaningful job opportunities within a welcoming and inclusive environment.



**What
lies ahead**

At the international level, we will continue supporting the **North Seas Energy Cooperation** (NSEC) work programme to advance development of offshore renewable energy, and working with Government towards closer collaboration with European countries to boost supply chain growth and resilience, support a robust electricity market, and lower barriers to electricity trading.

The Government's Industrial Strategy is expected in the first half of 2025, which we hope will help further accelerate the roll out of new projects and secure supply chain investments across the country, informed by the offshore wind **Industrial Growth Plan**, our work with the Floating Wind Taskforce and our analysis of supply chain opportunities in green hydrogen. We also anticipate that discussions will intensify around the UK's future relationship with the EU, ahead of upcoming decisions on the UK-EU Trade and Cooperation Agreement (TCA) and its provisions for energy exchange, the final shape of the **EU Carbon Border Adjustment Mechanism** (CBAM), and through the work of the North Seas Energy Cooperation (NSEC) programme to advance development of offshore renewable energy.

The Government's response to the second consultation on its **review of electricity market arrangements** (REMA) should also be published next year, which is expected to further narrow down potential options for a refreshed electricity market framework to deliver the 'Clean Power by 2030' mission. There will also be a continued focus on billpayers amongst politicians, the general public, and RenewableUK's wider messaging.

Alongside this, **RenewableUK Cymru** will be supporting bidders to maximise the success of Offshore Wind Leasing Round 5 and help establish a new floating wind sector in the Celtic Sea, whilst working closely with the Welsh Government to establish a Net Zero Sector Deal for all renewables in Wales. **RenewableNI** will focus on securing Government commitment to delivering a robust route to market to unlock the major investment needed to realise the '80 by 30' ambition, as well as working to reduce the number of constraints on the system to reinforce the electricity grid and minimise 'Dispatch Down'.

Finally, we look forward to welcoming new Board members in 2025, as well as the fourth iteration of our Shadow Board which continues to provide our senior leadership team with a valuable and diverse range of views on key industry issues.



Join us at one of our industry-leading events in 2025:

Ports & Vessels	25 February
UK Pavilion at WindEurope	8–10 April
UK Pavilion at IPF	28 April–1 May
Grid & Storage	1 May
Global Offshore Wind	17–18 June
RenewableUK Regatta	3 September
Green Hydrogen	10 September
Onshore Wind Energy	16–17 September
Future Energy Wales	7–8 October
Global Offshore Wind Awards	14 October
Smart Energy NI	23 October
Floating Offshore Wind	12–13 November
Future Leaders	December

**Building the
UK's renewable
energy future**



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