

## Message from the WiN UK Presidents

Welcome to the first Women in Nuclear newsletter. WiN UK is one of more than 30 international chapters of Women in Nuclear Global, which has 25,000 members in 102 countries.

WiN UK will formally launch with a constitution and elected executive board in January 2015. In this, our foundation year, we have been setting ourselves up for success. Our current team is made up of 40 high-performing women who are volunteering their time, often outside of their day jobs, from across the nuclear industry. Together

we agreed our mission is to address the industry's gender balance, improve the representation of women in leadership and to engage with the public on nuclear issues.

You can read about some of our work so far below. In the coming months you will see a revamped WiN UK website, a speed mentoring session and additional networking opportunities. This founding year will culminate in a conference on 20 January 2015; further details will be coming out but put the date in your diary now!

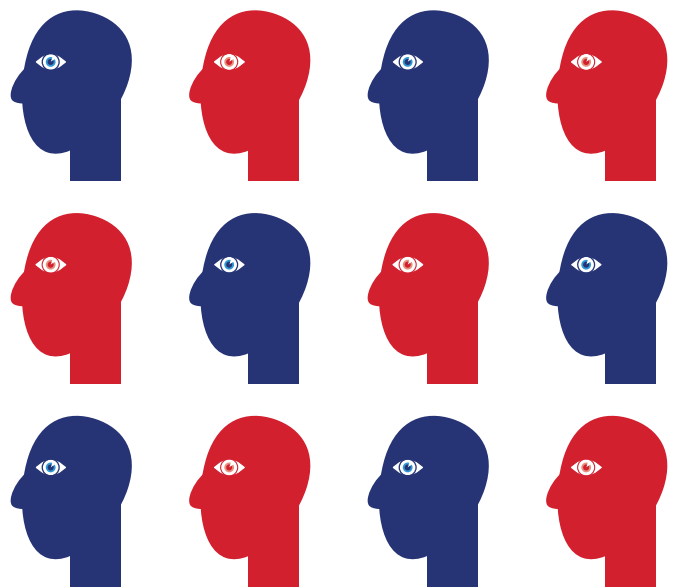
## Quick WiN – “12 heads are better than one!”

Following two successful events in June, Women in Nuclear UK continues its programme of activities.

The positive feedback from attendees has meant more events are planned for the rest of the year. This will include ‘QuickWiN’ a speedmentoring session to be held during the NDA Supply Chain Event on 6 November in Manchester.

The speedmentoring event, supported by the NDA, will match 12 mentees, both male and female, with high profile and senior mentors from across the sector. Each mentee will have five minutes with each of the 12 mentors to talk through a pre-prepared career or business question. There will be two sessions during the day.

If you are interested in being a mentee please email the question you would most like to pose to the mentors by 30 October 2014 to [membership@womeninnuclear.org.uk](mailto:membership@womeninnuclear.org.uk).



## Eventful June as WiN UK takes to the road

A diverse range of speakers joined WiN UK for two events in June – the first in the House of Lords and the second at Nuclear UK in Warrington.

The House of Lords event was sponsored by Baroness Verma, a founder of the POWERful women initiative. She raised concern at how the energy industry loses too many women at the middle-management stage of their careers. Her initiative aims for 30% of executive energy company board members and 40% of energy company middle management to be female by 2030.

Paul Spence, EDF Energy's Director of Strategy, contrasted this with the fact EDF has more than doubled the female proportion of its new intake of graduate engineers to 32% within a year. He said that making a career in nuclear power attractive to more women “is possible with the right effort. But if we are going to make science and engineering more accessible, then we have to start with girls – and boys – early in their school careers.” Other panellists included Kenna Kintrea, Quality Assurance Director at the NDA and Sue Ferns, Director of Communication and Research at trade union Prospect.

WiN UK Joint Presidents, Miranda Kirschel and Rebecca Holyhead chaired both events and were joined in Warrington by a panel of inspirational leaders including Dame Sue Ion, newsreader Claire Nasir and John Clarke, CEO of the Nuclear Decommissioning Authority.

Looking after a team of 68 safety professionals and over 300 health physics monitors on the site, Cath Wilson, Operations Division Head of Safety at event sponsors Sellafield Ltd spoke about how she succeeded in her career. She said: “Key points that have made a difference during my career include having the right role models, actively seeking and making the most of every opportunity, not letting barriers phase me and working for a company that has been supportive to improving my educational needs.”



▲ Baroness Verma, Parliamentary Under-Secretary of State for the Department of Energy and Climate Change.

## Interview with... Tom Jones

*Women in Nuclear UK isn't just for women. We speak to one of our members, AMEC's Vice President, Clean Energy Europe Tom Jones, about encouraging diversity in the nuclear sector.*



It's really important that in the future we focus on diversity as a whole, not solely on the gender challenge.

AMEC has recently launched CE WISE (Women in Science and Engineering), in our Clean Energy business, which essentially focuses on what we can do to encourage kids down the path of science, engineering and maths, so that later, when they're studying for GCSE's or A Levels, they choose these subjects. It's an initiative I'm both pleased and proud to sponsor.

We have also set up a steering group, with myself as the sponsor and Business Capability Manager Tina Bowen leading a working group, to develop a network of people to encourage more young people into science and engineering.

The group is a major starting point to addressing the diversity gap, not just within AMEC, but also across the nuclear industry. We plan to celebrate and publicise the good stuff that we already do, for example going out to schools and engaging young people in the nuclear industry, making sure we have visibility at relevant events such as The Big Bang, and ensuring we promote science and engineering to female undergraduates. Our next challenge is to look at what else we need to do to start to address the diversity gap.

The important thing to stress is that we won't be launching a big initiative with a top-down approach. In my experience, some of the most creative and successful change management initiatives are those where a group of people go over and above their everyday jobs to create a difference.

As I mentioned, it's really important to address the diversity gap as a whole and I'm hugely passionate about this. CE WISE in AMEC is a starting point, but throughout this process, we need to think about encouraging diversity in nuclear, which encompasses people from different cultural backgrounds, women in leadership roles, women in nuclear and women in science, engineering and maths. When we get this right, we can then truly make the nuclear industry great.

## Recognition of female leaders in science in 2014

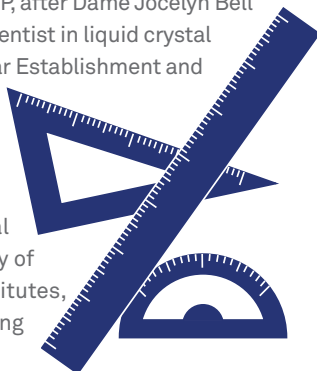
**2014 will be remembered as the year for recognition of female leaders in science societies as for the first time in over 100 years, three of the leading science institutes have a female president.**

The **Society of Biology** has appointed Professor Dame Jean Thomas Hon FSB as President. She was the first female master of St Catharine's College Cambridge, a post she's held since 2007 and is emeritus professor of macromolecular biochemistry at the university.

Professor Lesley Yellowlees, is outgoing President at the **Royal Society of Chemistry**. She completed both her BSc in Chemical Physics and her PhD in Inorganic Electrochemistry at the University of Edinburgh, where she is currently Vice Principal and Head of the College of Science and Engineering.

Dr Frances Saunders took up her position as president of the **Institute of Physics**, succeeding Sir Peter Knight. Dr Saunders is the second female president of the IOP, after Dame Jocelyn Bell Burnell. Dr Saunders is a research scientist in liquid crystal devices at the Royal Signals and Radar Establishment and was the first female chief executive of the Government's Defence Science and Technology Laboratory.

With origins dating back to the 1800s, the Institute of Physics, Royal Society of Chemistry and the Society of Biology are established science institutes, recognised for their roles in promoting science and setting professional benchmarks for scientific communities.



## Still time to register for the everywoman in Energy Leadership Academy



**There is still time to register for the everywoman Energy Leadership Academy which will take place for women working within the energy sector on Tuesday 9 September 2014.**

The Academy will feature a panel of fantastic speakers and a keynote address from Baroness Verma, Parliamentary Under Secretary of State for the Department of Energy & Climate Change.

There will also be a motivational session from Natasha Baker MBE, double Paralympic Gold Medallist as well as practical, interactive masterclasses. View the agenda and register online at [www.everywoman.com/energyacademy](http://www.everywoman.com/energyacademy).

### FURTHER INFORMATION

We already have over 400 members and are growing fast. You can encourage your colleagues, men and women, to find out more and join up by visiting:

[www.womeninnuclear.org.uk](http://www.womeninnuclear.org.uk)

[@WiNuclear](https://twitter.com/WiNuclear)

[www.linkedin.com/groups/Women-in-Nuclear-UK-4724120](https://www.linkedin.com/groups/Women-in-Nuclear-UK-4724120)