

Message from the WiN UK Presidents

As we approach the end of 2014 and our first year, we are astonished at just how much we have achieved. Not only are our membership numbers approaching 500, but we have the backing of MPs and Lords, as well as STEM and women's organisations.

We had a fantastic response to the speedmentoring session and had far more mentees interested in the session than we anticipated. Thank you to the mentors who gave up their time. Our industry dinner

also produced commitments from senior members of industry to regularly review gender balance.

This will form a key theme of the first major WiN UK conference. To be held in London on 20 January 2015, the event will bring together the nuclear industry and government for crucial discussions around gender balance, capacity building, and public acceptability of nuclear energy. Visit www.womeninnuclear.org.uk/events to register.

Student visit to Springfields

A group of female students from the Preston area visited the Springfields site in October.

The students, all studying science A-levels, were given talks by female employees from both the National Nuclear Laboratory and Westinghouse, aimed at showcasing the wide-range of careers which the nuclear industry has to offer. The students were also shown around the Oxide Fuel plant where they saw first-hand how fuel is manufactured.



Industry Commits to Board-Level Action

Nuclear sector companies made a concrete commitment to regularly review internal data on gender balance, at our first high level roundtable dinner held this month.

MDs and Directors at NNL, NDA, Atkins, Jacobs and Rolls-Royce were among those who pledged to track and discuss progress, to ensure the right talent mix in their organisations at monthly board meetings.

NIA's Chairman, Lord Hutton, along with Kenna Kintrea, Assurance Director at the NDA and Prospect's Communications and Research Director Sue Ferns, set the scene followed by intense dialogue and debate. Highlights, conclusions and actions from the discussions will be presented at WiN UK's first major conference on 20 January 2015 to further understand the sectors views, towards an industry-wide statement of intent.



WiN UK goes Global

One of the five newly elected Executive members of the WiN Global Board is Melissa Denecke from WiN UK.

Professor Melissa A. Denecke is an excellent representative for the European geographical area, a member of WiN Global since 2008, a member of WiN UK and founding member of WiN Germany, which is where she lived and worked before moving to the UK in the summer of 2013.

Melissa was active in the WiN Germany 'Education' working group and in that function gave birth to the idea of a WiN Germany Prize, which honours significant contribution to nuclear research, development or operations; this prize continues to be awarded today. In her role as Co-director of Dalton Nuclear Institute of The University of Manchester she continues to be an asset for nuclear skills, having two decades of experience in research, development and education in nuclear themes.

We wish her well in her new role and are proud to have a member of the newest European WiN chapter elected to the WiN Global Executive Board.



12 heads are better than one

Fiona Rayment, Director Fuel Cycle Solutions at the National Nuclear Laboratory, gives her thoughts on the QuickWiN speedmentoring session at the NDA Supply Chain Event.

When I was initially asked to take part in a new activity for WiN UK, I really did not know what I was letting myself in for! The activity was “speed mentoring” to be held at Manchester’s Event City as part of the NDA Supply Chain Event.

So what is speed mentoring? It all boils down to getting some senior people, in a room (the mentors) and some people who have questions to ask about their career (the mentees) and having one-to-one discussions on key topics. At this session, we had male and female mentors and an exclusively female group of mentees. The challenge is that you only have five minutes per person, so you need to get to the point quickly!

At the event, which lasted for two hours, I was asked and answered a number of questions in relation to career development from ladies who were either at the early stages of their career or who were moving on to a new area of their career. The discussions were all very lively and the energy and enthusiasm within the room was just fantastic.

Key topic areas discussed included how to move into different roles within the industry, know what future roles could be and how to develop capabilities to broaden experience.

And a key question was around “should I apply for a role when I’m not sure that I have ALL of the experience required to fulfil it.” For me the answer to all of the above is to take hold of your career and own it - It’s YOUR CAREER!



Now that you own it, there are some basic steps that will help in forwarding your career:

1. Understand what you would like in your future job in 10 years’ time

To do this you need to understand your strengths and weaknesses, have a vision of your future ideal role, critically review your CV and understand the gaps and think of the roles you need to fill the gaps over time. Consider how to fill these gaps through future roles, secondment into new areas, or even taking on additional roles within an existing project.

2. Find a mentor

You need to have someone who can help you on your journey and who has the experience and contacts within the industry to know where the opportunities are. They won’t get you the job but they can facilitate that initial discussion for you and help you develop your career plan.

3. Understand your work / life balance

You know what you are prepared to do and what you are not. Understand what that is at any particular moment in time and develop your career accordingly.

4. Just go for it

Many ladies ponder whether they can do a role before they even consider taking it on. My view is that if you want it - go for it. The worst that could happen is that you don’t get role - but you will get feedback on what you need to do when you go for it the next time round.

I really enjoyed the two hours we had and the time flew by during our session and I’d recommend this to anyone who is interested in gaining or sharing knowledge with others across our industry - male and female alike.

I am proud to be a member of the nuclear industry and to be a member of WiN Global and WiN UK. I’d advise anyone who has an interest in networking, getting more STEM students into the industry, or increasing public awareness of nuclear energy to join us and help us develop a thriving UK nuclear industry for tomorrow.

Interview with... Paul Spence, EDF Energy

Women in Nuclear UK isn't just for women. We speak to one of our members, EDF Energy's, Director Strategy and Corporate Affairs, Paul Spence, about encouraging diversity into the nuclear sector.

It seemed to me as I was growing up that there was a divide which started at some point at school; people either chose the sciences or the arts. Even people that were good at both were encouraged to make the choice early on. Guided by parents, teachers and societal norms, many girls chose to go down the arts route early, only to find it difficult to switch paths later on.

If we as an industry want to encourage more girls into science and engineering, there are many different levels at which we need to act.

We need to influence the people who affect those choices - parents, teachers, careers advisors - and ensure they have the information they need to advise girls into exciting careers. We need to reach out to the people who make these choices, and from a young age. We need to help girls realise the range of careers available and how their early choices might affect the options they have. We need to get beyond the stereotypical characters they may perceive to be "engineers". We need to introduce them to successful role models who show that it is possible to make a difference. We also need to find ways for people to change their mind at a later date.

The nuclear industry is a risk-averse industry. That alone can be used as an excuse for people not taking the chance to change things. For people running companies, and for people hiring engineers and deciding who will be on the team, it will always be tempting to choose people who are the same as them. It takes bravery to choose someone different. It is our role to find stories to show and promote the benefit of diversity at all levels. When that comes to women in the nuclear industry, it means finding successes and persuading them and their managers to tell their positive stories.

Things are certainly better than they were. Exemplars like Dame Sue Ion have been vital to break the mould. They have shown young girls it is possible to make a difference.

The UK led the first wave of the nuclear industry. At the time it was largely male dominated. We are about to lead the second western European nuclear renaissance. Let's do all we can to have women at the heart of this new beginning.



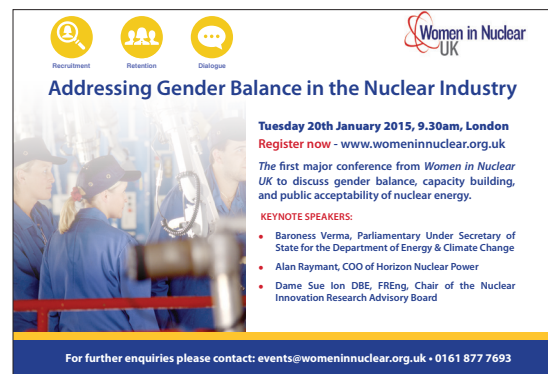
Inspirational WiN UK members triumph in competitions

Claire Gallery-Strong, Sellafield Ltd's head of performance assurance and an active ambassador for Women in Nuclear UK, fought tough competition to win a 50% bursary towards an MBA course, and her proud employer has matched it. The eMBA scholarship competition is designed to offer practical support for the development of strong female talent.

Laura Proctor of Atkins and Betty Bonnardel-Azzarelli of the World Nuclear Transport Institute received second and third awards in the category 'Women working in the nuclear sector in Europe' at The Fem'Energia awards to celebrate women's achievements in the nuclear sector. Betty is a member of the executive committee of Women in Nuclear UK.



Register for WiN UK first annual conference



Addressing Gender Balance in the Nuclear Industry

Tuesday 20th January 2015, 9.30am, London
Register now - www.womeninnuclear.org.uk

The first major conference from Women in Nuclear UK to discuss gender balance, capacity building, and public acceptability of nuclear energy.

KEYNOTE SPEAKERS:

- Baroness Verma, Parliamentary Under Secretary of State for the Department of Energy & Climate Change
- Alan Rayment, COO of Horizon Nuclear Power
- Dame Sue Ion DBE, FEng, Chair of the Nuclear Innovation Research Advisory Board

For further enquiries please contact: events@womeninnuclear.org.uk • 0161 877 7693

Addressing Gender Balance in the Nuclear Industry is the theme for the first major conference by Women in Nuclear UK.

Taking place in London, on 20 January 2015 the conference will bring Baroness Verma, Dame Sue Ion, Alan Rayment COO of Horizon Nuclear Power among others, for crucial discussions around gender balance in the workplace and how to build public acceptance.

Registration is £100 with more information online at www.womeninnuclear.org.uk/events.

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

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