

Message from the WiN UK President

A big thank you to all the members who came to the WiN UK drinks reception, sponsored by Wragge Lawrence Graham & Co LLP at the Nuclear Industry Association's Nuclear New Build Conference. I was pleased that so many of you had the chance to hear an update on the excellent work the Attraction, and Retention and Career Progression committees are doing. We will share the progress the Integrated Activities Committee is making on a Toolkit and Industry Charter at the next event – so watch this space!



I took part in a panel discussion on skills and training at the recent ICE Conference and highlighted figures from the NIA's Jobs Map which shows that 17% of the 63,500 employees in the sector are female. There's still a long way to go to achieve balance, but we hope WiN UK activities will help to achieve that aim.

Read on to find out about the overwhelming success of the 'girls only' Residential Course, which WiN UK supported the Smallpeice

Trust to organise, and thanks to which 100 Year 9 students are newly enthused by the potential careers in the nuclear sector. We also cover the impressive event organised by NAMRC with Dame Athene Donald from Cambridge University discussing gender balance.

I am encouraged by the number of companies setting up Women's Networks, organising events around gender balance and supporting WiN UK. We are working with the Birchwood Womens' Network with the launch of its lunchtime sessions on 7 September as well as the Office for Nuclear Regulation on dedicated activities around attracting women into the organisation and the sector in general.

We would like to say a huge 'thank you!' and are touched by the generosity of Burgess Salmon, who have offered to support WiN UK through event sponsorship, including an event in the South West in 2016. More to come on that in the next few months.

Looking ahead, as well as more speedmentoring and networking events, we're also starting to plan our next annual conference for early 2016.

Networking session updates on current activities



WiN UK exhibited at the Nuclear Industry Association's Nuclear New Build Conference in July and held a short networking event for members on the first evening. The event was well attended, with around 70 people present, including a master's student who decided to come despite the fear of walking into a sea of strangers and as a result has met a number of companies who are interested in offering her job opportunities.

The Retention and Progression (R&P) committee's Alexandra Hulme gave a passionate speech outlining the successes of WiN's first year, including the successful speedmentoring programme, adding: "Building on the success of speedmentoring we now have plans to roll out a minimum of five events every year. Wherever possible these are linked to existing events to maximise attendees, so if you've got an event that you think we should attend then get in touch!"



The group is also creating a speedmentoring toolkit to allow the programme to be led by organisations 'in house', as well as developing a formal mentoring programme. Alex continued: "In every questionnaire we have posted, a formal mentoring comes out as the number one request so in 2015 R&P's effort is on developing a formal mentoring programme with a view to rolling out a pilot later in the year – potentially with a focus on specific career periods."

**IF YOU WOULD LIKE TO BE INVOLVED IN A COMMITTEE
PLEASE EMAIL MEMBERSHIP@WOMENINNUCLEAR.ORG.UK**



delta-controls

Delta-Controls is looking for Control and Instrumentation recruits in a Commercial and Sales role to work in its HQ in Farnham or be home based. If you're interested in finding out more about the position please get in touch with Chris Webborn, Sales and Marketing Director by emailing chrisw@delta-controls.com.



Chief Executive

The civil nuclear industry deals with some of the biggest challenges which the world energy market has to address by delivering on the growing international needs for clean (low-carbon) energy. Whether through existing operations, waste management, recycling or decommissioning, to potential £multi-billion investments in the nuclear new build sector, the global nuclear industry is playing a vital role.

We are looking to appoint a natural leader with a clear vision and initiative, to deliver the strategic plans and opportunities, current and future. This is a fantastic opportunity to drive forward a key industry, at a critical moment in time.

The Nuclear Industry Association (NIA), is a UK-wide London-based trade association representing some 260 companies in the UK civil nuclear sector with global reach. The NIA believes that nuclear energy is essential to meet the UK's future clean energy needs, and we require a visionary with the drive and determination to lead and influence unique initiatives and projects on behalf of the companies which we represent.

Role overview

The full-time position will be based in the NIA's London (Covent Garden) offices and the Chief Executive will report directly to the Chairman. The successful candidate will be accountable to the Chairman and the Board for the overall strategy, operational management and leadership of the NIA.

Key requirements

Candidates will help to deliver the NIA's vision, shape its strategy and secure the necessary levels of trust and influence to promote the interests of its members, and to develop further the activities of the NIA. The successful candidate will have the personal stature and authority to build credibility at the most senior levels of the industry and across Government. Candidates should possess outstanding communication skills to act as spokesperson for the industry.

Qualities and attributes

Candidates will require a deep understanding of the relationship between Government, regulators and media in an industry which is heavily influenced by public policy and media pressure. The preferred candidate will possess senior management experience, ideally in an environment where competing or conflicting interests have to be managed, and be an effective leader who is able to build, motivate and develop a small, high-performing team.

The salary will be commensurate with a senior level position in a national non-profit trade association, and will be based on experience and qualifications.

Application process

To apply, send a CV and covering letter for the attention of Terry Gilbert, Chairman of Appointments Committee by email to appointments.committee@niauk.org. The closing date for applications is 30 September 2015.

**VISIT
NIAUK.ORG**

Striking a Balance at Hydrock NMCL

Peter Sibley, Principal Consultant at Hydrock NMCL writes for Women in Nuclear on its recent recruitment drive and how they've achieved gender balance.

Hydrock NMCL (Nuclear Management Consultancy Limited), part of Hydrock Group, is a business that currently has an equal gender split in its employees. The business provides specialist safety and environmental management support to the nuclear sector, particularly in the areas of nuclear site licencing and environmental permitting.

Since becoming part of Hydrock Group in June 2014, the business has grown from one to eight employees, and will soon increase to 11 employees. The gender split is currently 50:50 (women to men) and by September 2015 will be 55:45.

We currently have women in post at Graduate, Principal, Technical Director and Managing Director levels. In September, we will add another Graduate Consultant and another Principal Consultant. The current structure works extremely well as an integrated team unit and we are pleased with the overall performance of all individuals.

Our approach to recruitment is focussed on seeking 'the right person for the role' and is completely without prejudice for gender. Instead, it recognises the skills and experience that individuals can bring to our expanding specialist consultancy business. There has been very little conscious thought put into how/why we are recruiting at least as many women as men, and we have not asked recruitment agencies to put forward (or seek out) female applicants in particular. This just goes to show the rich talent pool we have available in the UK nuclear sector, irrespective of gender.

Hydrock Group as a whole promotes a very family-oriented and positive working culture, with a focus on achieving a good work-life balance. This is a very important company principle and is thoroughly evident when you work here, reflected by a top 15 ranking in the 2015 Sunday Times 100 Best Companies to Work For.

More than this though, Hydrock Group strongly believes that the success of the business is a direct reflection of the culture within the company. We believe that this ethos is a contributing factor in attracting strong candidates, both women and men, to Hydrock NMCL.



WiN at Birchwood... changing the face of the nuclear industry

We're looking for people to get actively involved in WiN activities.

Are you up for the challenge? WiN (UK) has the following aims:

- **attract** more women to choose a career in the nuclear sector to strengthen the contribution of women working in the industry
- support **retention** and career progression of women in the industry
- promote **dialogue** internally and externally about the nuclear industry

The UK WiN network launched in January 2014 and in line with the organisation's commitment to "change the face of the nuclear industry", we are holding local events at Birchwood Park.

What's involved?

We expect to hold three to four events a year for members of Women In Nuclear. The events will be varied but will include guest speakers, practical workshops, training and networking.

In addition, members will have the opportunity to hear first hand about and plan future events for Women in Nuclear UK chapter. The first event will be held on Monday 7 September 2015.

Why should you join WiN?

Women in Nuclear is a global programme and the UK chapter has grown rapidly in its first year. There are lots of fantastic opportunities both for personal development and also in helping to deliver positive, lasting improvements for the entire UK nuclear industry. As a member (WiN is currently free to join) you will have access to both local events here at Birchwood Park and also national events.

Questions

Contact Manon Higgins-Bos, NNL Representative, WiN UK
E: Manon.Higgins-Bos@nnl.co.uk T: +44 (0) 1925 289 951

Join WiN UK for free. Email membership@womeninnuclear.org.uk

Follow us on [@WiNuclear](https://www.facebook.com/WiNuclear) and www.linkedin.com/groups/Women-in-Nuclear-UK-4724120

Attracting Girls in to STEM with the Smallpeice Trust



WiN UK Executive Board member and NNL's business manager, Olivia Thompson sets out how WiN UK and industry bodies are engaging the next generation of nuclear workers.

In the UK, it's a fact that less than 10% of the engineering workforce is female, which represents the lowest percentage of female engineering professionals in Europe. WiN UK's Attraction Group is looking to do something about improving the number of girls who choose a science or engineering career with the hope those girls will filter into the nuclear industry, helping to achieve a more even gender balance across the nuclear sector in the future.

The National Nuclear Laboratory (NNL) is a keen supporter of WiN UK. NNL's corporate social responsibility strategy is primarily focused on promoting STEM and providing support to young people in making their career choices.

NNL, WiN UK and the nucleargraduates scheme continue to work with the well-respected Smallpeice Trust. NNL and Smallpeice have collaborated for a number of years in running three to five day residential courses aimed at pupils in Years 9 and 10. The courses, held at various Universities around the country, give students the opportunity to find out about specific areas of engineering and get a valuable taste of what life after the classroom will look like.

In July 2015, the Smallpeice 'Girls into Engineering' course proved particularly popular, attracting 100 Year 9 girls.

With support from NNL, WiN UK hosted a nuclear design and build project as part of the course. Teams of students were asked

to design and build a centrifuge to separate 'naturally occurring radioactive material'. Centrifuge technology is used in the nuclear industry to separate and enrich the fissile component in uranium. This material is ultimately used to create nuclear fuel for reactors. Over the four days the girls received talks about radioactivity, the UK nuclear industry, what it's like working in the industry and how centrifuges work.

NNL provided mentoring on the 'Girls into Engineering' course and Hannah Fenwick, an industrial placement student working in the NNL process chemistry capability and project engineer, Lynsey Rome, supported me during the week. Alex Lamacraft and Rosie Archard additionally represented WiN at the event from the 'nucleargraduates'.

STUDENT FEEDBACK WAS EXTREMELY POSITIVE:

"We didn't know much about either the nuclear industry or centrifuges. However, after completing this project we all feel we know a great deal more. Some of us have been inspired to take up engineering."

"I knew nothing about nuclear plants and centrifuges before this course and I know so much more now than I once did. The project was really fun and I liked that fact that it was not too simple or 'young' but was perfect for our age. I would definitely do it again."

"At the beginning, not many people in our team were familiar with the nuclear industry. We learned a great amount as a team and as the time passed by we started to understand."

On the third evening a formal dinner was held to celebrate the students' achievements. Jack Gritt from Jacobs and Andrea Steeden-Crane from EDF Energy joined the lively discussions and provided additional insights to the students of their roles within the nuclear industry.

Via involvement with the Smallpeice Trust and other initiatives and schemes, WiN UK is looking to continue its strong joint focus on STEM subjects and the achievement of a more even gender balance in the nuclear sector. Successful partnerships with the Smallpeice Trust and similar organisations will be a major contributing factor to achievement of those objectives.

Welsh funding Agile National 2

Funding for people in Wales has opened via the Chwarae Teg Programme to promote gender equality, career advancement and improve the position of women in the workforce. The programme is designed for women from all backgrounds, ages and stages to gain the knowledge, confidence and skills.



Visit the website to find out more
www.cteg.org.uk/agile-nation-2

WiN UK supports ESARDA Conference



Women in Nuclear exhibited at the ESARDA (European SAFEGUARDS Research and Development Association) Symposium in Manchester in May.

The National Nuclear Laboratory (NNL) hosted this biennial major international conference, as Harwell-based NNL employee Jim Tushingham is the current President of ESARDA. The conference attracted over 215 international delegates from all over the world including a number of US delegates and others from the nuclear safeguards community outside Europe.

An unsuitable job for a woman?

Industry and academia can do more to support women in engineering, according to the chair of the Athena Forum.

The Nuclear AMRC invited Professor Dame Athene Donald, professor of experimental physics at the University of Cambridge, to discuss gender balance in science and engineering. Her talk, titled 'Engineering: an unsuitable job for a woman?' focused on what educators and employers can do to overcome the implicit hurdles that women seem to face.

With the UK facing a pressing shortage of engineers, neglecting or discouraging women from the profession means that employers risk losing half the potential pool of talent. Having a diverse team also brings a lot of benefits, Donald told the audience of over 100 staff and students from the University of Sheffield AMRC and Department of Engineering.

“the issues around female engineers are not about genetics. It is about culture”

A mere 8.5 per cent of engineers in the UK are female, half the proportion in France and the lowest in Europe. In Latvia, at the top of the list, around 30 per cent of engineers are female.

“We are the lowest of the low,” said Donald. “What that tells me straight away is that the issues around female engineers are not about genetics. It is about culture.”

While much of the problem stems from cultural issues such as gender stereotyping at early ages, employers can do a variety of things to support and retain female employees. Positive role models and mentoring schemes can be valuable, but it's also vital for companies to monitor their employment statistics.

“You need to have a snapshot of where you're at – how many women enter, where do you lose women,” Donald said.

“It's clear engineering has a long way to go as a profession in making sure that all of those young women that have the enthusiasm and aptitude are encouraged to enter the profession,” she concluded. “If Latvia can get to 30 per cent, we are nowhere near that and we have a long way to go.”

The Athena Forum is an independent organisation focusing on diversity in science, technology, engineering, mathematics and medicine.



▲ Engineering balance: Professor Dame Athene Donald at the AMRC Knowledge Transfer Centre.

FURTHER INFORMATION

www.athenaforum.org.uk

<http://namrc.co.uk/news/newsletter/>

Why I joined Women in Nuclear

Jeremy Gordon, Head of Information Management at the World Nuclear Association and founding editor of World Nuclear News, gives his view on why he joined WiN UK and why he encourages other men to join him.



The nuclear industry offers a product that the world is crying out for – clean, reliable, affordable electricity – and because of that, we are seeing a higher rate of new build than any time since the 1980s. But we continue to struggle with some awkward long term issues.

There are of course technical challenges for us to overcome in delivering new infrastructure. And society remains fundamentally wary of nuclear technology based on an exaggerated fear of radiation and a chronic lack of trust. I personally believe that the current industry, with its current methods, is unlikely to overcome that political brake any time soon.

We suffer from a lack of diversity, both within the industry and among supporters of nuclear power, especially in terms of gender – but also age, race and most other aspects too. And I want to suggest that the methods of our industry's particular dominant demographic have taken us about as far as they can.

Please don't get me wrong, it's fair to say that nuclear power never would have existed without geeky white men. In fact, I'm a man, I'm pretty geeky and I'm about as white as a person can be. But could it be that our deficit of diversity has played a role in our failure to overcome some issues, particularly in public acceptance, even after decades of effort?

I don't think doing more and more of the same will help. I think we have to change. As well as evolving our product line-up and improving our delivery record, we have to evolve as people: we need to personally change into a new nuclear industry – one that a broader portion of society will relate to, will come to value and will in time begin to welcome.

While it is only one of the imbalances in the nuclear industry, it is clear that gender represents the largest opportunity for change. Surely the first thing we as an industry can do to diversify both our profile and our thinking is to attract more women to work in nuclear. Then we need to enable women to achieve as much as they can by making the work environment as conducive to their success as it is for men. And thirdly, we have to keep the women we already have in the industry as long as possible.

These are among the main goals of Women in Nuclear, and that's what made me realise that, even as a man, I should be a member of Women in Nuclear and should support the organisation however I can.