

Message from the WiN UK President

For the first time, WiN UK responded to a Government consultation. We took the decision to respond to the Government's questions on gender pay and how it should make businesses report on the issue. We hope that by opening up the discussion within organisations it will mean a better and more balanced deal between the sexes.

There have been some changes to our executive board and I'm delighted to welcome Jo Hill from Hydrock NMCL and Laura Hall from Westinghouse who join retention and progression and Gemma Sanderson of NuGeneration Ltd who has joined the dialogue group. I'd like to say a huge thank you to Marianne Broadgate and Debbie Huston for their invaluable contribution as very active founding members of WiN UK.

Plans are progressing for the second annual WiN UK conference. It will be held in London on 2 February and registration will open in the coming weeks. You'll also be able to come and meet members of the team at the NDA Supplier Day on 4 November. We also took part in the launch of the Nuclear South West Partnership and you can read more about this later.

Finally, I'm delighted to have been shortlisted for the WISE Influence Award. I'll find out on 12 November if I'm a winner, but whether I win or not, it demonstrates the fantastic work WiN UK has been able to achieve in such a short space of time.



MIRANDA KIRSCHTEL
WiN UK President

WiN UK joins the Nuclear South West Partnership

Firms in the south west are in the enviable position of having two new build developers working on projects in the region, and the Nuclear Supply Chain Partnership has been launched to bring business and opportunity together.

The initiative, which was launched to more than 100 people in September, wants to help companies take advantage of the potential £50 billion the sector will bring to the region in the next 20 years. WiN UK has joined the Partnership to help promote gender balance and the potential careers in the region.

Phil Smith, MD, of Business West, welcomed working with WiN UK in his opening speech.

Jack Gritt and Betty Bonnardel-Azzarelli WiN UK Vice Chairs, both attended the event and said "It was great to meet so many people in the region to make them aware of the WiN UK's work, aims and objectives."

Speaking made easy



Dr Gemma Munro held a speaking master class at the World Nuclear Symposium which aimed to help attendees be more at ease with public speaking.

The session promised WiN members three fun-filled hours of useful tips of how to speak with confidence, excellence and ease. A very interactive (but not too scary!) session delivered with elegant humour, focussed on practical ways women can improve their confidence when speaking in public. From Australia, Gemma is CEO of Inkling Women which aims to inspire women leaders to create extraordinary lives and careers. Her website has plenty of videos and tips.

WiN UK dialogue committee member, Juliette Sanders attended the event and said: "Covering topics such as why we fear speaking in public the session took a deep look into the reasons we might scare ourselves with negative thoughts, and then asked: "if nothing held you back, who would you be?" Her advice on how to learn to love speaking in public is given through fun and imaginative tips that I can't wait to try out."

On why she takes this approach, Gemma said: "Neurological research shows us that women hold themselves back because of a heightened awareness of others' emotional responses. In simpler terms, we care more about what others think of us than men do. This, more than a lack of confidence in our abilities, is what holds us back from taking up speaking opportunities, or applying for promotions.

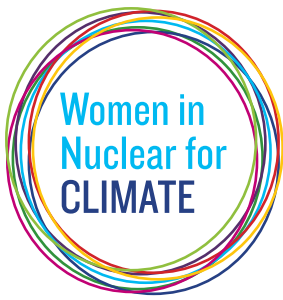
"My favourite question for women is always, "What would you do if you were incapable of fear – and if you genuinely did not care what others thought of you?" The answers are always most illuminating, and tend to lead women towards the career moves that bring them meaning and success."

A key objective for WiN UK is to see more women on panels and speaking at conferences. So...if nothing held you back what would you be? We look forward to hearing your answers!

Be mentored by industry leaders

The ever popular WiN UK speedmentoring will once again take place at the NDA Supply Chain event in Manchester on 4 November.

If you or any women in your organisation are attending the event and would be interested in being involved as a mentee please contact Laura Hall (hall@westinghouse.com) or Charlotte Davis (charlotte.davis@amecfw.com) for more information.



Women in Nuclear Global gave its support to a campaign for nuclear energy to be recognised as a low-carbon option for fighting climate change, at the WiN Global annual meeting in Vienna.

The campaign, initiated by the French Nuclear Society (SFEN) aims to get nuclear recognised as a key low

carbon technology which can help fight climate change, ahead of the influential COP21 negotiations in Paris in December 2015.

The declaration signed by WiN Global, and subsequently each Chapter, including WiN UK, asks the UNFCCC to recognise nuclear energy as a low-carbon energy option in its protocols, and include it in its climate funding mechanisms, as is the case for all other low-carbon energy sources. The organisation pledged to bring this to the attention of the conference to take place in Paris in December.

To add your name to the list of signatories [view the petition](#).

Thomas Thor Associates launches blog

Keep up-to-date on industry news through the Thomas Thor blog which was recently launched. The blog will include up to date news and information about the nuclear industry as well as industry events and articles written by guest writers. Find out more at www.thomas-thor.com/blog.

Global Women in Leadership Conference



The Global Women in Leadership Forum will take place on 2-3 November 2015 at Jumeirah at Etihad Towers, Abu Dhabi. The event aims to provide a single global platform for over 600 global business and thought leaders to discuss the challenges and principles of women in leadership.

The 2015 edition focuses on advancing women's participation in the workforce and increasing their business opportunities in the economy. During the forum, business experts will share knowledge and expertise through dynamic conference sessions and commercially focused networking activities. For more information and to book a place visit www.wilforum.com.

EDF Energy has launched a new programme to change teenage girls' perceptions of science and inspire them to pursue science-based careers.

This follows the launch of research by the organisation which reveals that almost a third (32%) of girls aged between 11 and 16 do not think they are clever enough to become a scientist.

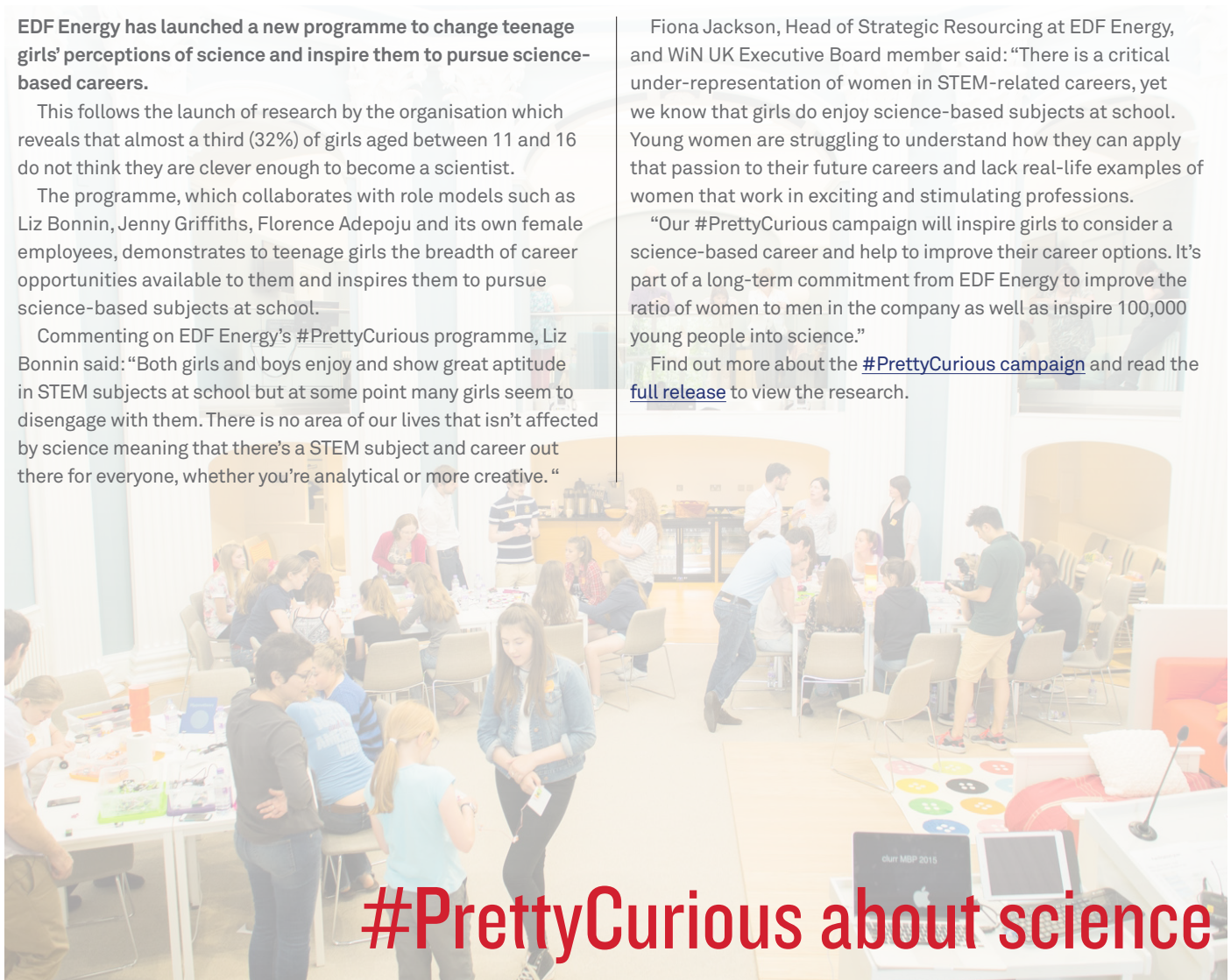
The programme, which collaborates with role models such as Liz Bonnin, Jenny Griffiths, Florence Adepoju and its own female employees, demonstrates to teenage girls the breadth of career opportunities available to them and inspires them to pursue science-based subjects at school.

Commenting on EDF Energy's #PrettyCurious programme, Liz Bonnin said: "Both girls and boys enjoy and show great aptitude in STEM subjects at school but at some point many girls seem to disengage with them. There is no area of our lives that isn't affected by science meaning that there's a STEM subject and career out there for everyone, whether you're analytical or more creative."

Fiona Jackson, Head of Strategic Resourcing at EDF Energy, and WiN UK Executive Board member said: "There is a critical under-representation of women in STEM-related careers, yet we know that girls do enjoy science-based subjects at school. Young women are struggling to understand how they can apply that passion to their future careers and lack real-life examples of women that work in exciting and stimulating professions.

"Our #PrettyCurious campaign will inspire girls to consider a science-based career and help to improve their career options. It's part of a long-term commitment from EDF Energy to improve the ratio of women to men in the company as well as inspire 100,000 young people into science."

Find out more about the [#PrettyCurious campaign](#) and read the [full release](#) to view the research.



#PrettyCurious about science

WiN UK goes regional

Around 100 people turned up to the first WiN at Birchwood event in early September. The main focus of WiN at Birchwood meetings is on retention and career progression, in support of one of the main WiN UK objectives.

This first meeting was organised by WiN representatives from NNL and Sellafield Ltd and featured guest speaker Elaine Bowker talking about the role of women in the workplace. Elaine is Chief Executive of The City of Liverpool College Group and has extensive experience in engaging young women and girls in STEM related subjects.

Elaine's presentation was a timely reminder about why WiN is essential to improve gender diversity across the nuclear industry and in doing so, support the role of women in the wider workforce.

Statistics like 62% of 11–21 year old girls and young women think engineering and science are 'more for boys' and that a lack of female role models in STEM careers puts them off were food for thought.

Elaine said: "It was great to see such a good turnout and the Q+A showed passion – from both sexes – about the role of women in nuclear. With over 56% of first class degrees obtained by female students in 2013-14, it's becoming increasingly clear to the best employers that missing out on gender equality means missing out on talent equality."

Manon Higgins-Bos, one of the main organisers of the event commented: "I'm absolutely delighted this first event has been such a success. The number of people turning up, Elaine's presentation and the interaction during the Q+A session were all outstanding and beyond my expectations. It's great to see that a local chapter of WiN can have a positive influence.

"We'll be sending out a feedback survey to see how people want WiN at Birchwood to work in future. I hope that some of the learning points and actions can be used by other parts of the WiN network."



Report – 23rd Women in Nuclear Global Annual Conference in Vienna



Almost 500 WiN Global members from around the world travelled to Vienna in August to attend the 23rd WiN Global Annual Conference.

In addition to the WiN Global Assembly, where reports from 26 countries and WiN Europe were presented, there were different sessions on a wide range of topics such as Career Development; Nuclear Applications; Energy, Environment, and Climate Change and Safeguards; and presentation of various IAEA departments.

It was announced that two executive positions and the Vice President position of WiN Global will open in 2016. More information and nomination papers will be sent out in May for elections in June.

Discussions also covered the fact that WiN Global is in need of funding and is considering becoming a legal entity so it can collect fees. A committee to explore this is being headed by WiN Australia and Melissa Denecke (WiN UK) will be contributing.

WiN UK is delighted it will host the 2016 Spring Board Meeting in London. There will be a workshop associated with this meeting and WiN UK President Miranda Kirschel is discussing possibilities with President Se-Moon Park.

WiN UK Supports UTC Warrington Launch Event



WiN UK was proud to support the launch event of the new University Technical College in Warrington in September.

The stand was headed up by Olivia Thompson of the Attraction Committee of WiN UK, and supported by Lynsey Rome of the National Nuclear Laboratory and Rosie Archard of nucleargraduates.

"It was an exciting event in which WiN was able to engage with girls and encourage them to continue with STEM subjects. It was

great to speak to the young people, and their parents, about the importance of the nuclear industry and the need to fill the skills gap with ambitious young people who have aspirations to become leading future innovators", said Olivia.

"It was particularly encouraging to see a good turnout of girls aged 13-16 with many asking questions on what the nuclear industry does and what nuclear career prospects exist in their favourite subjects," added Lynsey.

The event was a definite success for UTC Warrington with a turnout of over 130 prospective students and 33 applications submitted on the evening itself.

Steph Hutchinson, Marketing and Employer Engagement Manager of UTC Warrington said, "We were really pleased Women in Nuclear (WiN UK) were able to support the launch event for University Technical College Warrington.

"Part of our vision is to attract and support a large number of female students from across Warrington and surrounding areas to apply for a place with us and pursue a career in engineering.

"To have WiN in attendance to inspire, enthuse and attract young people, both male and female, to follow a STEM related career was a real plus for our campaign. We are looking forward to building a strong relationship over coming months with WiN members to help inspire our future students."

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. By supporting projects and events like this, we are on track to achieving these objectives.



Attraction



Retention



Dialogue



Addressing Gender Balance in the Nuclear Industry

A MAJOR CONFERENCE BY WOMEN IN NUCLEAR UK

**Church House Conference Centre, Dean's Yard,
Westminster, London SW1P 3NZ**



JOIN WOMEN IN NUCLEAR UK

We already have over 800 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

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

www.linkedin.com/groups/Women-in-Nuclear-UK-4724120