

Message from the WiN UK President

As we approach the end of 2015, I am overwhelmed by what WiN UK has achieved in the past two years. We have gone from strength-to-strength and are now a firm part of the UK nuclear landscape.

Establishing WiN UK and helping it grow hasn't been without its challenges. Through creating our three year plan we also looked at the most effective organisational structure which would provide sustainability for WiN UK.

I am delighted that as of 1 February 2016, Women in Nuclear UK will become a branch of the Nuclear Institute, in a similar way to how the Young Generation Network runs. We will send all members more information in the New Year, but hope that it will mean we can become an even more effective organisation.

The first industry announcement was made at the annual industry dinner, but we'll officially launch the partnership at our conference on 2 February 2016 and hope to see as many of you there as possible. You can register to attend at <http://womeninnuclear.org.uk/event-registration-page>.



MIRANDA KIRSCHEL
WiN UK President

WiN UK's 1,000th member



WiN UK signed up its 1,000th member at the Nuclear Industry Association's annual #Nuclear – Powering the UK conference where it exhibited.

Rob Phillips, Costain Nuclear Sector Director said: "I am proud to be the 1,000th person to sign up to the Women In Nuclear movement. In order to deliver Costain's Nuclear project pipeline we must continue to diversify our talent pool and ensure that we attract high calibre candidates to our business, which is very much aligned with WIN's objectives. I look forward to working with WIN to achieve our mission."



WiN UK secures Energy Minister for 2nd annual conference

The second annual WiN UK Conference will see industry-leaders take the stage to discuss the important issues affecting diversity and gender balance with in the sector.

Taking place on 2 February, in London WiN UK is delighted that the Office for Nuclear Regulation's new Chief Executive, Adrienne Kelbie is confirmed to speak at the event, alongside Energy Minister Andrea Leadsom.

The Conference will also give delegates the opportunity to attend up to three workshops in the afternoon. The workshops, covering areas such as effective networking, speaking with confidence, unconscious bias and the WiN UK toolkit, will give you the opportunity to take practical advice away from the sessions.

Registration is open and the early bird rate ends on 31 December. Register at <http://womeninnuclear.org.uk/event-registration-page>.



Attraction



Retention



Dialogue



Addressing Gender Balance in the Nuclear Industry

A MAJOR CONFERENCE BY WOMEN IN NUCLEAR UK

2 February 2016

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

Speakers include:

**Andrea Leadsom MP, Energy Minister
Adrienne Kelbie, future ONR Chief Executive
Plus workshop sessions to improve skills**



JOIN WOMEN IN NUCLEAR UK
We already have over 1,000 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
www.linkedin.com/groups/Women-in-Nuclear-UK-4724120

Committee updates



WiN UK has four main committees working hard to forward WiN UK's objectives. Here is an update on their recent activities.



Integrated activities looks at areas of work which cover each of the three main objectives of WiN UK – attraction, retention and dialogue.

In the Summer we took up the challenge of drafting our WiN Industry Charter, to help nuclear sector businesses address gender balance. John Clarke, Chief Executive of the NDA, formally launched the Charter at the NDA national supply chain event in November and WiN UK is pleased to have 14 companies signed up with more in the pipeline. We have been delighted by the company responses as the pledges really do suggest that gender equality and inclusivity are important to these organisations.

We're not done yet though. We want more companies to sign up before the WiN national conference. It would also be great to share these pledges with you over the coming months. If you are not sure whether your company has signed up, do ask them and encourage them to do so.

The work doesn't stop there though. We are currently developing an Online Career Guide to provide a platform for new and existing people working in the industry to make most of available resources, connect, self-develop and lead by example in their individual career paths. We'll be launching the guide at the Conference – so stay tuned!



The **Attraction committee**, alongside EDF Energy, held "the best school trip ever" with a group of students from Springwood High School in Kings Lynn who took part in interactive activities and a tour of Sizewell B in Suffolk.

Assistant head teacher Sally Aviss, said that feedback from the students was very positive and they really enjoyed the day.

These events are important in order to show potential future engineers how the nuclear sector works. It was a fantastic opportunity for the aspiring female engineers and scientists to be able to speak to female employees at EDF Energy who have chosen STEM careers.

It was especially nice to see even the quieter members of the group engaging and asking questions of the interview panel. Some students said it has changed their view of nuclear power in a positive way and how shown the importance of STEM subjects in the world of work.



The communications committee, or **Dialogue**, has been busy promoting WiN UK.

Miranda Kirschel spoke at the Nuclear Industry Association, the trade body for the nuclear sector, annual conference - #Nuclear – Powering the UK, about the importance of public engagement and was interviewed by [Energy Live News](#).

The second annual Women in Nuclear Conference has been the main focus for the committee, getting speakers lined up and the workshop sessions finalised. The conference, which will see around 200 people come together to talk about the importance of gender balance, is becoming a staple in the nuclear calendar.



The **Retention committee** held another successful speedmentoring event at the NDA supply chain conference on 4 November 2015 supported by John Clarke, NDA CEO, who closed the event.

With a range of experienced mentors from across the nuclear industry involved in the event, the 12 mentees had the opportunity to discuss their careers paths and progression prospects whilst having the chance to network and raise their profile.

Sheri Kayani, a marketing graduate working at NNL in Communications participated as a mentee and said "I saw it as an opportunity to both gain valuable knowledge and experience from industry experts whilst also networking and increasing my confidence. Not only did I get some great connections and contacts who offered to coach me further, but I also gained some real life examples to my questions. I would definitely recommend other WiN UK members to sign up to the next event."

Further information

For those who missed out this time, Women in Nuclear's Retention and Progression Team will be hosting more Speed Mentoring Events over the coming months. If you are interested in being a mentee or mentor at a future event keep an eye on WiN's newsletter and twitter for further information! **Don't miss your chance to be involved!**



FEM'Energia Award goes to UK engineer

Mariana Asinari, a Principal Structural Analyst at Mott MacDonald has been awarded the first place 'women working in nuclear' award at the FEM'Energia Awards in Paris. WiN UK talks to her to find out about it.

What is your job role?

My current role in the company is Principal Structural/Analyst Engineer. I am part of the advanced analysis team of the nuclear division of Mott MacDonald. My role involves the assessment/design of nuclear power plant structures when subjected to extreme loading such as explosions, seismic events, tornados, and tornados, generated missiles, etc. using finite element techniques.

What award did you win and what was it for?

I have been awarded with the first place for the category "women working in nuclear" of FEM'Energia Awards 2015 in Paris. The second place went to Heather Hale from EDF Energy and the third place to Maria Florescu from Raten Citon. The awards were granted by Philippe Sasseigne, the Director of Nuclear Production for EDF and Sophie Lemaire from Westinghouse.

The FEM'Energia Awards have been organised since 2009 by EDF, WiN France and WiN Europe, aiming to recognise the exceptional contribution made by female students and professional women to nuclear activities in France and Europe, promoting women's participation in the nuclear sector and giving more visibility to women in scientific, technical and technological nuclear-related occupations.

How did you apply?

The application consisted in 10 questions and was related to the career path of the candidate. The questions were mainly divided into two groups. The first group of questions was orientated to the educational background of the candidate and how they choose their role in the nuclear sector. The second group of question was related to the involvement of the candidate with scientific and/or technical organisations with a particular emphasis on how the candidate will encourage a young woman to decide on a career in the nuclear industry.

Who was the judging panel?

This year the human resources manager of EDF nuclear production division (Muriel Hautemulle), the president of WiN France (Dominique Mouillot) and the director of EDF group employer brand formed the jury. They received 135 submissions which were screened on the relevance and quality of the application in regards to its category, the motivation expressed by the candidate with a written presentation of the detailed and true description of the candidate's career and track-record, and the description of her engagements and/or actions in favour of the nuclear sector, if any.

Where do you see your career going?

I see myself as a project manager with additional technical skills able to manage medium/large projects. I would also like to be known as an "expert" in particular in the seismic field.



The Richie Lecture took place at the Science Museum in London with the theme 'Energy Leaders of the Future'. It aimed to inspire students to study science and engineering subjects and in turn to develop a new generation of science leaders.

300 schoolchildren in years 7 and 8 got to hear from Dr Gabrielle Walker, a TV presenter and leading voice on energy matters. The event also included a private viewing of the Science Museum's 'Engineer Your Future' exhibit, where lots of interactive games were on display.

The lucky audience were the first to test URENCO's new virtual reality headsets, which are the first of their kind to show what it would be really like to be inside a centrifuge. The headsets will next be available at the Big Bang Fair in 2016 so please visit the URENCO stand during your visit!

Women in Nuclear UK was invited to the event. Betty Bonnardel-Azzarelli, vice-chair of WiN UK attended the event and says, "The event organised by Urenco is a great example of what the nuclear industry is doing to promote STEM subjects with schools, encouraging the next generation to discover engineering and science. The virtual reality headsets are a great creative tool to show how a centrifuge works." Read more about the event and [find out about Ritchie](#).

Support for WiN UK

Law firm Burges Salmon, which has a market-leading nuclear law practice, sponsored WiN UK's first table at the Nuclear Industry Association/ Nuclear Institute Annual Dinner on 3 December.

The table was hosted by WiN UK Vice Chair Jack Gritt and was attended by members of the executive committee and guests from industry including solicitors Paul Browne and Ella Curnow of Burges Salmon. Ella has been a member of WiN UK since June 2014 and explained to us why Burges Salmon is proud to support the work of WiN UK and what it means to her:

"I have been working as a solicitor for three years and much of my work has been for the nuclear industry in connection with decommissioning. Having sat in my fair share of 'mainly male' meetings, I was hugely excited when a colleague told me about WiN UK and I joined at once.

"Law is in a privileged position attracting equal numbers of men and women into the profession. However, it faces the same retention challenges as other professions and female lawyers often feel they have to choose between pushing for management level jobs and starting a family. As the nuclear industry takes steps to improve the gender balance through WiN UK and other programmes, its lawyers and other advisers need to ensure they are in step with their clients. To deliver the best advice for industry we need to have balanced teams of advisers with depth of experience and breadth of approaches.

"Burges Salmon recognises the importance of promoting and retaining women and was proud to sponsor WiN UK at the Annual Dinner." It advises a wide range of nuclear clients including Governments and regulators, NDA, energy companies, site licence companies and contractors (all tiers) on all aspects of UK and international law.



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