

### Miranda Kirschel President, Women in Nuclear

"Aspire to inspire", this was the message from Adrienne Kelbie, new CEO of ONR at the WiN UK conference on 2 February in London, and this was what WiN UK delivered on the day.

With a keynote from the Energy Minister Andrea Leadsom, and a room at full capacity of 230 delegates, from graduates to apprentices to CEOs, of mainly females from the nuclear industry, this event was a step-change shift from the norm. "I don't normally get out ... it was an incredible day", were the comments from Sue Fletcher, Communications Manager at EDF, and the new CEO of NIA, former MP, Tom Greatrex, thought the buzz on the day was unlike anything he has experienced from the industry.

Here's a quick round-up and some of our great WIN supporters share their experience from the workshops, below. Check out #WiNUKEvent16 on Twitter to see the word on the street...



### WiN UK becomes a branch of the Nuclear Institute

WiN UK officially became a branch of the Nuclear Institute (NI) on 1 February and conference delegates were among the first to hear all about it. John Warden, Chief Executive of the Nuclear Institute spoke at both the conference and a House of Commons reception which took place on 1 February.

"It's great to be able to address a room and know it is full of members of the Nuclear Institute," said John as he discussed how WiN UK members are now automatically part of the NI family.

"I'm really excited about the merger with the Nuclear Institute and the possibilities it gives to WiN UK and its members", said Miranda Kirschel, WiN UK president.

All WiN UK members will receive information in the coming weeks on how to claim their free transitional membership to the NI. To find out more contact: [e.killen@nuclearinst.com](mailto:e.killen@nuclearinst.com)

Over 100 people, including Copeland MP, Jamie Reed who congratulated the team on an excellent networking event, attended the reception.



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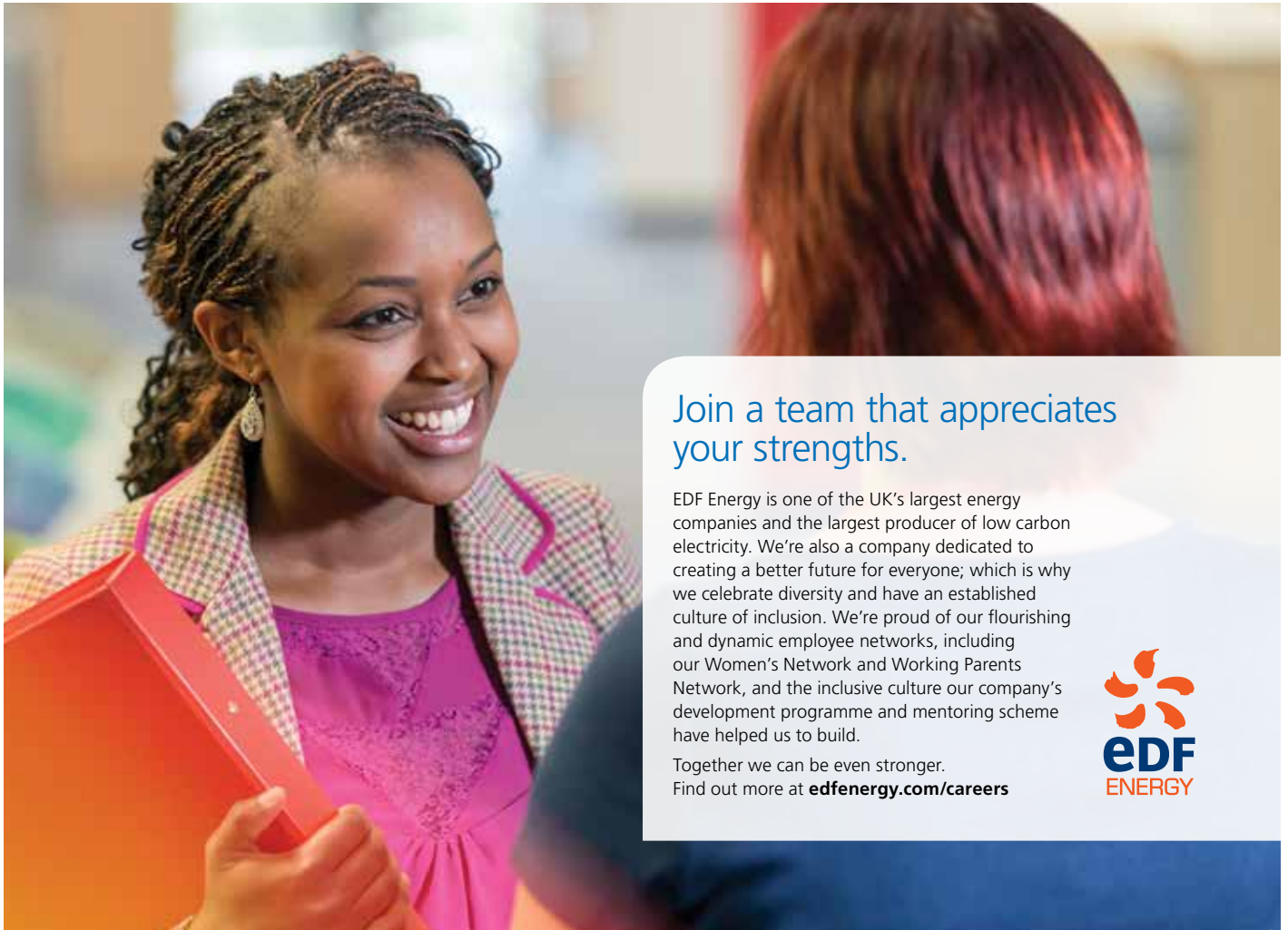
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## Commons reception opens the event

The WiN UK-Nuclear Institute reception in the House of Commons was intended to be a one-off celebratory event... but attendees have already encouraged us to make it an annual! Kindly hosted by Sue Hayman MP and sponsored by Sellafield Ltd, it was a great chance to network with people across the industry and hear first-hand from Sellafield about what the organisation to improve gender balance. Donna Connor, WiN UK executive board member and a lead representative on the Sellafield Women's Network said: "Sellafield Ltd is ahead of the curve when it comes to recruitment and retention of females," but also highlighted how this will take time to feed into the senior management. This message was backed-up by Sue Hayman MP, who emphasised the good work being done at Sellafield: "Sellafield is doing great work, 32% of their apprentices are female....I urge you all to follow their lead."

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## Minister encourages all to be role models

We were delighted that Andrea Leadsom MP, Energy Minister was able to attend the conference. Using examples from her varied career, both as an MP and in finance, she talked with authority about the issues women face, including some of the themes, such as unconscious bias, which were discussed during the day.



"I want to see strong female leaders and strong female role models in the nuclear industry", was her message as she highlighted some of the role models in the nuclear industry who women can look up to, such as EDF Energy's Gwen Parry-Jones and Dame Sue Ion. She said these women have reached the top in a man's world at a time when it wasn't the norm to do so.

The Minister welcomed the initiatives in place across the sector which aim to attract new people, especially girls in the sector, naming the NIA's re:generation campaign as well as EDF Energy's #prettycurious campaign.

Highlighting the importance of getting girls into STEM subjects she said: "An industry that isn't attractive to women, risks losing some of the best talent to competitors."

## The Business Case for Diversity

Diversity makes business sense was the key message on looking at the National Equality Standard (NES). The NES is a ground breaking initiative developed for business, by business, by EY which sets clear equality, diversity and inclusion criteria against which companies will be assessed.

Arun Batra, CEO of NES said "I set up the National Equality Standard after becoming fed up of having the same conversations on diversity." Without an industry recognised national standard in the UK, there was a lack of clarity and inconsistency in the approach from industry. The National Equality Standard is a business led initiative designed to address this gap.

EDF Energy has recently been awarded the NES for its work on diversity and inclusion and discussed the hard work which they have done as a company in addressing the issue. Echoing the main messages delivered throughout the day, Fiona Jackson and Angela Hepworth, from EDF Energy said their

## WiN UK and the Women's Engineering Society launch MentorSET partnership

With a plug to join from The Energy Minister, the Conference saw WiN UK and the Women's Engineering Society launch the MentorSET mentoring programme. Mentoring is one of the areas which WiN UK members have consistently asked for support on, and the scheme will support women across the sector.

It is an individually hand matched managed scheme, supporting strong sustainable relationships. It also provides 'career mentoring' providing a breadth of cross-company experience at multiple career stages and mentees can remain with their mentor even if changing roles/companies/industries.

The scheme will officially open in the coming weeks and there will be differing levels of sponsorship for companies to take up to access the scheme. You can read more about MentorSET at <http://www.nuclearinst.com/MentorSET>



aim is to 'We aim to grow & inspire a network of people from all backgrounds and how having a diverse and innovative workforce from the widest pool of talent is crucial.

Angela Hepworth from EDF Energy said "We look to organisations such as Sellafield Ltd for best practice in attracting female applicants", showing how best practice can be shared across a sector.

## WiN UK highlights achievements

The executive board of WiN UK took to the big screen to highlight the key achievements made. From achieving over 1,000 members, speaking to over 1,000 girls about rewarding careers in STEM to re-launching the mentorSET programme, WiN UK showed how effective it has been. You can watch the video at this web address: [www.nuclearinst.com/About-WiN-UK](http://www.nuclearinst.com/About-WiN-UK). You can also view an overview of WiN and its key aims and objectives here: [www.nuclearinst.com/Women-in-Nuclear](http://www.nuclearinst.com/Women-in-Nuclear)

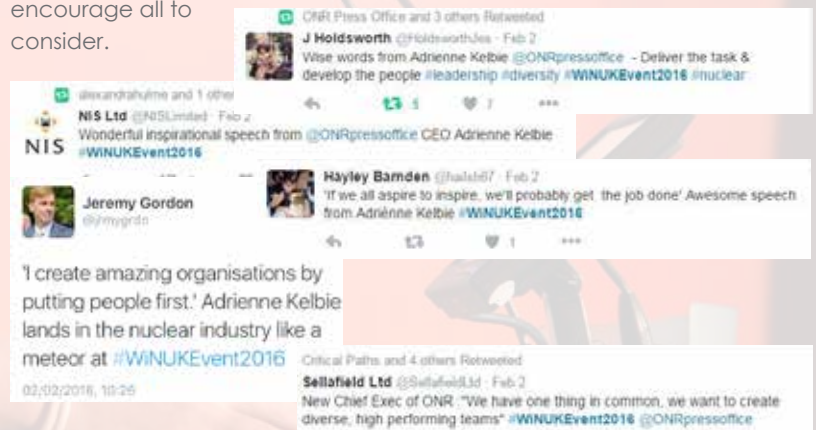


## Aspire to inspire

WiN UK was delighted the newly appointed chief executive of the Office for Nuclear Regulation, Adrienne Kelbie, was able to address WiN UK delegates. Conference delegate, Jeremy Gordon of the World Nuclear Association took to Twitter to say: 'Adrienne Kelbie lands in the nuclear industry like a meteor at #WiNUKEvent2016'.

With a non-nuclear background, she talked with great passion about the qualities needed for leadership and how managers of all levels should "deliver the task and develop the people". Her speech, which was talked about by delegates for the whole day, encouraged all to "aspire to inspire to give all people the tools to succeed."

"We have one thing in common, we want to create diverse, high performing teams" was her key message for the day, and one we encourage all to consider.



## Delegates make pledges to help inspire others

Donna Connor and Carole Jones, the ladies behind WiN UK's Industry Charter took to the stage to explain the rationale behind developing the Charter. Their aim was to have 30 company signatories and while on stage they hit their target, as Adrienne Kelbie agreed the ONR would sign up!

Through adopting the Industry Charter, companies are invited to make a pledge on diversity and inclusion which will help them achieve their aims. The Conference saw all delegates make a pledge and attach to the Pledge Wall, either on behalf of their company, or themselves.

So many wonderful and inspirational pledges were made, many with recurring themes, such as:

- School visits
- Encouraging companies to sign up to the National Equality Standard
- Promotion of STEM
- Unconscious Bias Training
- Focus on getting women into senior positions

And our final thanks to Jane Samson of True Evolution, one of our afternoon workshop leaders, who has pledged to give 10 free coaching packages to WiN members. We will decide on a mechanism to establish the lucky recipients and inform members through the website.

The session was followed by a panel discussion on the importance of gender balance, with NNL's Fiona Rayment, NuGen CEO Tom Samson, Janet Roth from Bechtel and Natasha Hanson from the NDA. Led by Manon Bradley from

the Major Projects Association, the discussion looked at the reasons for implementing the Industry Charter from a national and international perspective. "We're a people business and we need to attract the best people we can, said Tom Samson "Having access to the whole talent pool, not just a part of it, is vital for a growing company like NuGeneration." This was backed-up by Fiona Rayment, who said "the best teams are those that are male and female".

Natasha Hanson said that people need to challenge antidiversity behaviours just as they would a risky behaviour and highlighted how industry needs to go direct to women, she said: "The Nuclear Industry is one I stumbled across, I want to help others stumble across it too".

Looking more broadly, a message which came through all sessions, Janet Roth summed up why the Industry Charter is important with one message; "Gender balance is the initiative that helps all the other initiatives succeed."



# Workshop sessions prove a WiNning formula

In addition to the excellent speakers, this year's conference offered some practical advice for delegates. Here, five delegates give their own view of the workshop sessions.

## Alexandra Hulme, Springfields takes a look at The Speak Easy hosted by Jane Samson from True Evolution



I think all of us at some point in our careers have times when we are in a particular meeting, on a particular topic or with a certain group of people and just wish we could "...speak confidently and be heard" – I know I have! So when asked to choose 3 workshops at the WiN Annual conference I completely honed in on Jane Samson's workshop "The Speak Easy" – How to speak confidently and really be heard.

With the room at full capacity it was great to realise that I wasn't the only one who feels like they need a bit of support and guidance. The following 45 minutes saw Jane provide a great overview, give time to practice and a great mnemonic tool 'STARS' to help you be clear and concise and remove some of the emotion that may be unnecessary - something I know I am definitely guilty of! STARS means S – State your topic,

T – Talk, A – Ask relevant questions, R – Review what you have heard, actions etc, S – Stop talking! Jane acknowledges that sometimes this is the hardest bit ☺

The second part of Jane's session was about speaking in a way that can inspire and lead your teams, organisations or colleagues. There was so much within this short session to inspire me to read some of the recommended links provided but the key message that stuck with me was the importance of really being authentic – using personal stories rather than slides to help your audience really 'lean in' and engage with you, while always remembering to be concise and have a point/purpose to your discussion or presentation.

Conscious of the guidance to 'not waffle' I stop here – but I urge you all to consider using the STARS tool and this concept of authenticity to help you speak with more confidence and be heard!

## Sue Fletcher, Senior External Communications Manager, EDF Energy looks at the Online Toolkit session run by WiN UK's own Donna Connor and Carole Jones

Women in Nuclear's second – and my first – annual conference highlighted an impressive energy and determination to address gender diversity in the nuclear industry and gave a platform to an inspiring group of women in the shape of the WiN UK Executive Committee.

The conference inspired and engaged each of us with this mission but the Committee also recognise the importance of providing a toolkit to enable every member to live and breathe the spirit of WiN UK when we're busy with our day jobs.

One of the workshops was designed to gather views and creative suggestions about the WiN UK toolkit which will shortly be accessible through the website. It's meant to be a practical and useful way of ensuring collaboration among members and organisations to achieve the overall shared aim.

Like any good product designers, Carol and Donna recognised the importance of customer testing to ensure the best design. Thanks to a clear description of its purpose by the pair, we were able to work together to suggest elements which might be helpful and to think about how we can all contribute to a toolkit which is as practical and useful as it can be.

The workshop reminded me of one of the quirks of nuclear which I admire: regardless of where we are in the supply chain and whether we are competitors or not, we all continue to be dedicated to collaborating for the greater good of the industry.



## Gill Marsden, NIS Limited talks us through Alex Pett's Unconscious Bias session



As a female who has enjoyed a great career in the nuclear sector for almost 30 years I think I might be coming to the puzzling conclusion that when it comes to gender, I may have had an unconscious bias about unconscious bias... Given he only had 45 minutes Alex Pett from River Leadership Consultancy did a great job in making sense out of a fairly complex issue and built on his excellent speech in the morning.

Our personal beliefs and values tend to give us all a preconception of who we expect to see performing certain roles, and we all gravitate naturally towards people who we feel comfortable with, who think like us and come from backgrounds similar to ours. Even when we think we are being really open-minded, research has shown that these beliefs and values heavily influence how we view others. Combine this with

our limited ability to process the thousands of pieces of information we are constantly bombarded with, and our poor brains just can't always make the objective decisions that we should.

Now apologies here to my engineering colleagues, some of whom are highly data and detail driven, (please note I said SOME, it would be incorrect and a display of unconscious bias to generalise!) but I've always held the belief that "we shouldn't sweat the small stuff" so when I've been subjected to what I now recognise as unconscious (and yes, sometimes completely conscious) bias, I've just shrugged and gone about my day, viewing it as their problem rather than mine.

But if we are to change the gender balance in our industry I think it's time to stop letting these small things go, challenge the beliefs behind these preconceptions and educate those around us. It's proven time and time again that diverse teams perform better at every level, and nowhere do we need great performance more than within all of our businesses that are ultimately responsible for safely building, operating, maintaining and decommissioning our nuclear facilities.

## Rupert Lewis, NIA takes a look at the networking session, kindly hosted by PwC

The idea of networking fills most people with dread and understandably so. A room full of strangers all desperate to sell you something or talk about their latest bit of kit; thank goodness alcohol is normally involved.

However all of those that took advantage of PwC's 'working the room' workshop learnt some great new tips. Find a group of three, scope out friendly faces and get them to introduce you to new people, practice how you tell people what you do and if your mum doesn't understand it - try again!

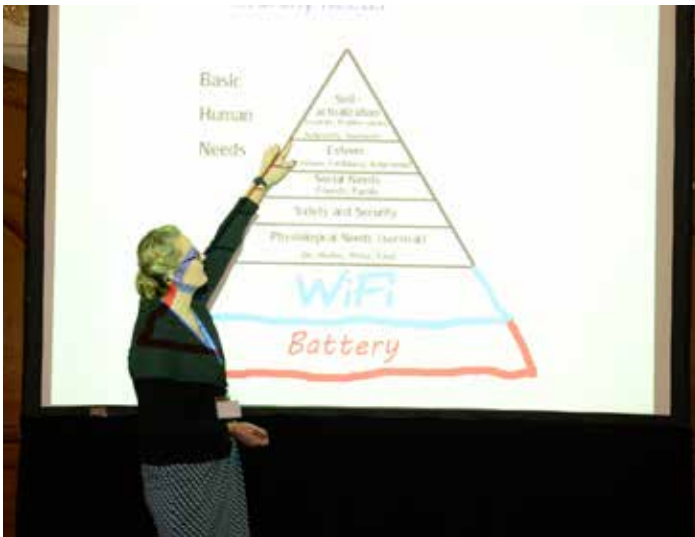
The workshop was brilliantly interactive and urged participants to share their good experiences, elevator pitches and horror stories from previous networking events. Each group was set the task of answering questions on best practice, provoking discussion on a number of subjects. Such as how to move on without being rude; what to do in an uncomfortable position; how do you move conversation onto business and many more.

While all of the advice given was useful, what was most apparent from the workshop was how quickly each group started talking and forging relationships – because that's what we were there to do.

So next time you go to a networking event remind yourself that everyone else in the room is there to do exactly the same thing, then grab a glass of wine but not too much – another bit of useful advice!



# Authentic Leadership - Ruth Hutchison, Sellafield Ltd



Being authentic in our industry can be difficult. Do we mimic male leadership styles to “fit in” or remain authentic to our own style knowing this may make inclusion more difficult?

The Glass Lift addressed the issue of authentic leadership with the key message that this can be a difficult challenge, but that it starts with high self-awareness, remaining true to yourself and maintaining integrity.

There needs to be a similarity between what you say and what you do and it is essential to get feedback from others so you can understand how people perceive you. The session looked at some of the traits of authentic leadership – such as being fair, genuine and keeping promises – as ways in which people will view you as authentic. This coupled by looking at the psychology of what motivates people, with some funny up-to-date additions to Maslow’s hierarchy of needs, will affect how authentically you are perceived.

While the session highlighted the difference between some male/female traits, it raised an awareness of how you behave and present yourself will affect how you are perceived by others. If you want to be seen as a true leader, then you have to believe it yourself, before others will.



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