



Time to

**SWEAT THE
SMALL STUFF**

Inclusion Nudges
and Micro Cues

CONFERENCE BROCHURE

WOMEN IN NUCLEAR UK

Wednesday 29 January 2020

#WINUK2020 #WINUKCUE #WINUKNUDGE

<http://inclusion-nudges.org/>

Welcome...

...to the 6th Women in Nuclear UK (WiN UK) Annual Conference! A new decade (Happy New Decade!) and an exciting new chapter for WiN UK.

Time to Reflect...

It was the five year anniversary of WiN UK in 2019, five years since the launch of the UK chapter at the Palace of Westminster in June 2014, a perfect time to reflect on our journey.



Over the years we have grown! We have grown to include more influence at government and industry level, increased events across the UK, developing more guidance and support to help you all on your gender balance journey. And the results have taken us from our beginnings when there were 17% of women in our industry to today where we have 22%. We worked with BEIS to influence and support the development of the target of 40% women in the industry by 2030 that is part of the **Nuclear Sector Deal**, and we still have a way to go to reach that target. I see that 5% increase as a slow start, but now we are motoring and I am confident we will achieve our ultimate aim. The sector strongly supports WiN UK's aims and objectives and hence I know that together we will see this change reach its powerful conclusion. We have also partnered with the **Nuclear Skills Strategy Group (NSSG)** to create the Nuclear Sector Gender Roadmap for the UK, launched in December 2019, reinforced by a Gender Commitment that everyone can sign (as an individual or a company) to demonstrate their commitment.

became our first Annual Industry Sponsor in 2019 and I would like to extend my thanks to them, and particularly Dave Ellis, for continued, consistent and committed belief in the importance of the work WiN UK are delivering. To mark our five year anniversary, we held a celebratory event, sponsored by Jacobs, in October 2019 to thank all those who have supported us. It was a happy occasion full of stories of achievement, progress and unity. Jacobs also sponsored two workshop related to **Conscious Inclusion** held in Glasgow and Bristol, delivered by the compelling Alex Pett of River Leadership, these were provided free of charge to WiN UK members and the feedback was overwhelming. Thank you Alex and Jacobs! Then there is the week in, week out support, guidance and resources that Jacobs have provided throughout the year. Thank you, we have prospered in your company!

We have built our conference year on year to be more meaningful and to have greater impact (fingers crossed we have achieved the same this year!). We have created formidable and fabulous Regional Teams across the UK, led by inspiring and dedicated individuals who are truly making a difference to gender balance in our industry. Join your regional team if you haven't already! They are all delivering great workshops, roadshows, mentoring schemes and a myriad of activities to support you all in your gender balance and inclusion exploration. My thanks to the Regional Teams for their dedication and hard work!

Our thanks to **PwC** (Platinum sponsors), **Atkins**, **ECITB**, **Jacobs** and the **National Nuclear Laboratory** (Gold sponsors), **Cavendish Nuclear** and **Nuclear Decommissioning Authority (NDA)**, (Silver sponsors) for their unwavering commitment to WiN UK and inclusion in its totality. Our thanks to **Assystem**, **EDF Energy**, **Magnox Ltd.**, **Sellafield Ltd.**, **UKAEA** and **Westinghouse** for their various sponsorship and for continuing to support us. You all matter to us, your sponsorship speaks louder than the financial support it provides (which is, of course, very important, we could not hold this conference without you!). It is a loud and clear statement that gender balance and inclusion matters to you, matters to our nuclear industry. So thank you, my gratitude cannot easily be expressed in the written word...

Exciting future...

We have a **new WiN UK Patron** and welcome **David Peattie, CEO, NDA**, who will bring new insight and energy to this important role. David is passionate about the positive impact of diverse teams in business and is focused on driving towards the Nuclear Sector Deal gender targets. We are really looking forward to working with David in the coming years. My special thanks to our **outgoing Patron, Adrienne Kelbie, Chief Executive of Office for Nuclear Regulation (ONR)**, for being a dynamic and exciting advocate for WiN UK. She has provided counsel and friendship to me personally and will be greatly missed.

Welcome...

We have a newly structured Executive Board, designed to expand our reach and to drive forward the change we would all like to see. We recruited throughout 2019, and have an extraordinary new team. As you know, I will be stepping down as President after five years of service to WiN UK and we have a **new President, Lynsey Valentine from Cavendish Nuclear**. I will continue to be involved with WiN UK from my new position on the WiN Global Executive Board, but WiN UK will be in the capable hands of Lynsey. Those of you who know her will know she is a special individual, those of you who don't know her will get the opportunity to meet her during the conference (and beyond) and will soon know what I mean! Smart, warm, reflective, inclusive, caring, driven and funny – just a few of the words that spring to mind when I think of Lynsey! We also have **two new Vice Presidents, Lucy Austin from the NDA and Janet Fletcher from Cavendish Nuclear**. They are equally in the “superstar” category and will support Lynsey to drive WiN UK to new and exciting achievements. I can't name the whole of the Executive Board here, but I hope they all know they are equally valued and fantastic! Please enjoy getting to know all the new faces and continue to support this dynamic team as you start your new journey together. I know you will as the WiN UK community are equally special individuals in their own right!

Our Conference...

So to our Annual Conference 2020, our theme is “**Time to Sweat the Small Stuff – Inclusion Nudges and Micro Cues**”. I think we can all feel overwhelmed by the magnitude of our inclusion journey. It feels complex. Where do we start? What should we do? How do we achieve an inspired, balanced, inclusive environment and specifically improve gender balance? Evidence suggests that the greatest change comes from individuals. Last year we spent time looking at our own behaviours with the intent to move to conscious inclusion. We would still like everyone to build on their own behaviours but importantly to start to address ways that we, as individuals, can support change in the behaviours of others. It's time to “Sweat the Small Stuff” and think about the small, everyday things we can change to move behaviours so that they positively impact the inclusivity of our organisations.

Inclusion Nudges, most simply put, is putting something in place or taking some steps or action that provide the “nudge” we need to “do the right thing” and change our behaviour towards a more inclusive environment. We know the power of culture on behaviour, to assume that people make choices and act in ways that are in their own, others or an organisations best interests is false, there are influences... We hope to influence people to make better choices, to move in the right direction, for the benefit of all. Nudges are not necessarily visible to others and in that there is power. No one likes to feel criticised, like they “got it wrong”, so this is a way of steering people along the behavioural path towards inclusion.

Micro Cues (or expressions) are the small things we say, with no intentional impact, but that support or propagate inclusive or exclusive behaviour. They can be micro aggressions (bad) or micro affirmations (good) – excuse my binary language! Micro Cues are minute gestures, words, tone of voice and assumptions which are often at the root of whether people feel there is a sense of inclusion (or exclusion). When the targets of Micro Cues recognise the implied exclusion, they find it exceedingly hard to explain to other people why these small behaviours can be a huge problem. And because they are small behaviours, it's easy to belittle their effect, and hard to call out their impact. The way we manage these can be a more direct approach, a #goodconversation! I have become more aware of the impact of these Micro Cues since researching the theme for the conference and am excited to explore this with you on the day.

It's been a blast...

So to end, a final farewell from me as President of WiN UK, thank you for the support, kindness and love you have shown me in this role. It has been challenging at times, but overwhelmingly it has been one of the most inspiring, enjoyable and rewarding things I have ever done. My personal thanks to **Maxine Symington, Fiona Jackson, Loretta Browne, Carole Jones, Donna Connor, Gabriella Laufer and Selvin Roberts** for their friendship and commitment as the long standing WiN UK Executive Board. WiN UK will continue to grow under Lynsey's fabulous leadership and I will be there cheerleading in the background, supporting when needed and ready to have the biggest party ever when we reach 40% of women in our industry.

Until then, keep WiNning and enjoy the conference, let's explore Inclusion Nudges and Micro Cues and together turn the “Small Stuff” into “Sizeable Success!”.

With gratitude and love,

Jack Gritt, President, WiN UK

Time for a re-think in the nuclear industry

Building a new modern version of your company requires a new modern way to get there.

We create an energetic environment that empowers everyone to confidently contribute to conversations, team up, develop and freely share creative and bold ideas to use the power of diverse perspectives.

Digital transformation is set to shape the future of the nuclear sector. We combine deep business understanding, alongside a focus on real human insight and the latest in technology innovation to help our nuclear clients transform.

#IntelligentDigital



pwc.co.uk/intelligentdigital



Agenda

| TIME | THEME | SPEAKER |
|-------|--|--|
| 8:30 | Registration & exhibition | |
| 9:10 | Welcome | Alexander Pett, River Leadership |
| 9:15 | President's opening | Jack Gritt, President, Women in Nuclear UK |
| 9:35 | Inclusion through conversation | Alexander Pett, River Leadership |
| 10:05 | Keynote speaker | Gwen Parry-Jones OBE, CEO, Magnox Ltd |
| 10:25 | Message from the Parliamentary Under Secretary of State (Minister for Business and Industry) | Nadhim Zahawi MP |
| 10:30 | Break & exhibition | |
| 11:00 | Fireside talk | Debbie Francis, Managing Director, Direct Rail Services Ltd Sarah Churchman OBE, Chief Inclusion, Community & Wellbeing Officer, PwC Paul Howarth, CEO, National Nuclear Laboratory Amri Johnson, Partner, Inclusion Nudges |
| 11:30 | WiN UK Patron keynote | David Peattie, CEO, Nuclear Decommissioning Authority and Women in Nuclear UK Patron |
| 11:45 | WiN UK Annual Awards 2019 | Jack Gritt, President, Women in Nuclear UK & Gabriella Laufer, PwC (platinum sponsor) |
| 12:15 | Lunch & exhibition | |

Agenda

| TIME | THEME | SPEAKER |
|-------|--|---|
| 13:15 | Workshop session 1 Nudging People to Opt In: How changing language in job adverts can attract greater diversity | Emily Hutchinson, EJH Consulting and Caroline Brown, Atkins |
| | Stop Talking, Start Listening: Nurturing the strengths of introverts | Sarah Montgomery & Nicola Boyle, Delve OD |
| | The Attainment Trap: Understanding the micro cues that create our risk appetite | Margaret Edge and Ana Pacheco, The Pipeline |
| | Getting your feedback together when you just want to scream!!: Managing bias, micro cues and poor behaviours | Sarah Cave, Primeast |
| | The Unconscious Revealed: Recognising micro patterns of inclusion or exclusion to shift our behaviour in a way that shifts the behaviour of those around us | Alex Pett, River Leadership |
| 14:15 | Break & exhibition | |
| 14:45 | Workshop session 2 | As above |
| 15:55 | Highlights & acknowledgements | Jack Gritt, President, Women in Nuclear UK |
| 16:15 | Introduction & closing remarks | Lynsey Valentine, Strategy Director, Cavendish Nuclear and incoming Women in Nuclear UK President |
| 16:30 | Close | |

Workshops

Your pre-selected workshops can be found on the back of your name badge. If you do not have a place allocated please go to the event registration desk.

Nudging People to Opt in: How changing language in job adverts can attract greater diversity - Emily Hutchinson, EJM Consulting and Caroline Brown, Atkins

Most people will be familiar with the much-cited research that demonstrated that women will only apply for a job if they meet 100% of the requirements when men will apply if they meet 60%. Equally we know that some less confident men may also opt out of applying for a role, even though they could be brilliant. In this workshop we will show how to change job adverts to nudge the right people to opt in (and the wrong people to opt out!).

We will share the approach that we have been taking to introduce strengths-based recruitment. Within one Atkins business this has enabled recruitment for future roles that were yet to be fully understood, as well as switching great candidates from an opt-out to an opt-in mindset. We will explain the approach, share some case studies and invite you to bring along job descriptions which we can help you to reshape.

During the workshop, we will work through a case study which will bring the collaborative process to life and send you away with some new techniques to try in the workplace.

Stop Talking, Start Listening: Nurturing the Strengths of Introverts - Sarah Montgomery and Nicola Boyle, Delve OD

In a world where extroverts are rewarded and you are encouraged to 'come out of your shell' and 'speak up in class' from a young age, how do we ensure that our work communities are places where both introverts and extroverts can thrive? We will explore some of the micro-cues that exist which exclude introverts and devalue thinking and reflection which are essential for creativity and innovation. Group Think is overrated and there are small actions you can take to collaborate more effectively and inclusively, nurturing the superpower of introverts.

Our event photographer - Daniella Marinos Photography

Our WiN UK Annual Conference 2020 official photographer, Daniella Marinos is our chosen photographer for the event. Daniella will also be supporting us at the House of Commons drinks reception to capture some of the pre-event networking. She is delighted to have this experience, to support gender balance for women in this industry and to see the success as WiN UK go from strength to strength. Daniella, as a young woman starting her own business understands some of the barriers, especially in her chosen profession. However she is glad to say her business is thriving and sees more and more people supporting her as a female photographer (Daniella's photos are really good too!).

Workshops

Your pre-selected workshops can be found on the back of your name badge. If you do not have a place allocated please go to the event registration desk.

The Attainment Trap: Understanding the micro cues that create our risk appetite - Margaret Edge and Ana Pacheco, ExecPipeline

Understanding the impact of micro cues, how they influence our behaviours and how that affects women vs men throughout life. We will explore how men and women throughout the world are socialised and how this impacts the decisions they make in the world of work and leads to the gender gap.

Getting your feedback together when you just want to scream!!: Managing bias, micro cues and poor behaviours - Sarah Cave, Primeast

When you are on the receiving end of bias, micro cues or just poor behaviour what do you do? You may just want to scream, or crawl away into a dark corner but the right thing to do is often so much harder. Giving feedback could help to raise awareness of how behaviours impact others and in turn change the world we operate in...but it's hard to do well.

In this workshop we will share a simple feedback model which allows you to take the emotion out of the conversation, puts you in control and ensures your feedback is heard and understood. We will look at several micro cues and use these to practice giving feedback so that you leave the workshop ready to tackle any bias's which come your way. And as always we will have fun whilst we learn!

The Unconscious Revealed: Recognising micro patterns of inclusion or exclusion to shift our behaviour in a way that shifts the behaviour of those around us - Alex Pett, River Leadership

To become more inclusive we need to acknowledge that our level of inclusion or exclusion is primarily driven unconsciously.

The more we can identify and recognise the micro patterns of inclusion or exclusion then we can start to shift our behaviour in a way that shifts the behaviour of those around us. In this session we will explore the core beliefs that release us into a more naturally and sustainably inclusive life.

ENGINEERING



The UK wants to cut carbon emissions to zero by 2050. What are the risks, challenges and opportunities in meeting the target?

Could you play a part in our team to help to meet the UK's challenge of Net Zero? If you're keen to make a difference regarding climate change, we'd love to hear from you. We have flexible options available at all levels.

► Visit us at www.atkinsglobal.com/NuclearJobs



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EC
ITB



Leading Industry Learning

The ECITB is the industry authority on engineering construction skills. A non-departmental public body, we work in partnership with employers in the nuclear and other energy and process industries to deliver a diverse and highly skilled workforce, enabling industry to compete globally.

ECITB are proud to sponsor a new training initiative for nuclear employers helping to increase workforce diversity and create more inclusive workplaces. Delivered by EqualEngineers, the course – **Engineering a Winning Workforce: Engaging the Majority** – aims to address industry skills gaps, improve wellbeing and retention and attract a greater diversity of new recruits, tackling our commitment to an increasingly diverse and inclusive workforce.

Now open to employers, **1000 free spaces** are offered to organisations in-scope to the ECITB, others can participate at a reduced rate of **£99+VAT**.

<https://www.dinuclear.com/2020-workshop-tour.html>

"Boosting diversity and inclusion across the nuclear industry is in all of our interests. This is a great initiative that recognises the need to recruit from a more diverse talent pool, but also to create inclusive workplaces that gives employees a sense of belonging, pride and purpose."

Chris Claydon, ECITB Chief Executive

www.ecitb.org.uk

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...tackle climate change
...create a clean energy future
...use nuclear science to benefit society

NATIONAL NUCLEAR
LABORATORY

Sponsors and Exhibitors

Assystem

Assystem is at the forefront of developments in the UK nuclear industry and is a Tier 1 engineering services supplier to Hinkley Point C and is part of the UK SMR consortium. Assystem is also supporting the nuclear fusion experiments run by the UKAEA at Culham and through our key role as Architect Engineer of ITER, we bring a wealth of experience to this programme. Assystem can also support our clients' digital requirements with an industry 4.0 suite of technology such as Building Information Modelling (BIM), enabling the creation of 'digital twins' of buildings and machinery.

Assystem's commitment to diversity and inclusion in the UK nuclear and wider engineering industry is underpinned by its #INCREDIBLEWOMEN campaign. The campaign seeks to empower, embolden and inspire our female members of staff, creating clear paths of progression and challenging societal norms. If you'd like to know more about the campaign, please visit us on our stand to speak to a member of the team.

Atkins (member of SNC-Lavalin Group)

SNC-Lavalin's Atkins business is one of the world's most respected design, engineering and project management consultancies.

Atkins has more than 60 years' experience in the nuclear sector, servicing all parts of the industry, from new build and generation, to decommissioning and waste management, fuel enrichment, and defence. We have the skills and proven track record to manage the most challenging commissions in the nuclear market place for commercial and government clients worldwide. As the most complete nuclear services company in the world, we can provide full architect engineer and management & operations (M&O) capability: engineering, project management, project controls, commercial and contract management.

All this means we're well positioned to add value to today's challenges of delivering the next generation of nuclear power plants whilst at the same time maintaining the existing generating fleet and safely decommissioning legacy facilities.

Cavendish Nuclear

Cavendish Nuclear, a wholly-owned subsidiary of Babcock International Group, is a leading nuclear services company.

We are committed to encouraging inclusion and improving diversity, not only within Cavendish Nuclear but across the industry as a whole. We have pledged to support our industry to achieve 40% women by 2030

We recognise that diverse teams generate better ideas, better decision making and better business outcomes.

Sponsors and Exhibitors

Industry Guidance

Industry Guidance is a WiN UK committee set up to support the three objectives of WiN UK organisation: attraction, retention and dialogue. Working with the WiN Executive, Regional teams, Ambassadors and nuclear sector businesses we aim to:

- Promote WiN Industry Charter and respective values
- Identify and promote personal pledges
- Develop platforms to assist individuals in approaching different career stages and to support organisations in making most of the available workforce
- Identify and/or develop tools which support WiN's objectives

We are looking for volunteers to join our team as well as content contributors for blogs. See our stand for more information!

Jacobs

Jacobs supports the nuclear sector worldwide and consistently delivers value and innovation to technically challenging and complex nuclear projects by offering unrivalled full life-cycle solutions, multidisciplinary capabilities, technical and delivery expertise supported by proven and safe processes.

We value and support inclusion and diversity because it energises our people and encourages creativity, collaboration and innovation in the development and delivery of large and technically complex nuclear programmes globally and in the UK.

Magnox Ltd

Magnox Ltd is responsible for the safe and secure clean-up of 12 nuclear sites and the operation of one hydro-electric plant in the UK.

On behalf of the Nuclear Decommissioning Authority we are focussed on achieving value for the UK taxpayer while we manage the sites through their lifecycles, overseeing all aspects of operation and decommissioning.

In conjunction with our workforce and stakeholders, our mission is to safely and securely deliver our 12 sites to closure.

Sponsors and Exhibitors

National Nuclear Laboratory

The National Nuclear Laboratory (NNL) is grounded in robust science and decades of experience – we are the authoritative voice in the UK and beyond for technological development and innovation in nuclear power. Our unparalleled understanding of the nuclear science challenges and opportunities makes us an unrivalled authority and partner in the field, providing experts, innovative technologies, and access to cutting-edge facilities to organisations globally.

Nuclear Decommissioning Authority

The Nuclear Decommissioning Authority (NDA) is a non-departmental public body created through the Energy Act 2004.

The NDA's mission is to clean up and decommission 17 of the UK's oldest nuclear sites and research facilities, some dating back to the 1940s. This is the largest and most important environmental restoration programme in Europe. The NDA directly employs over 200 staff with a further 16,000 working across the NDA estate.

Nuclear Graduates

As part of the nuclear graduates scheme the graduates set-up, operate and shut down a Small Medium Enterprise (SME) that must meet the triple bottom line – People, Profit and Planet. This year's teams will have their products available to buy throughout the day, with all proceeds going to charity. The products available are funky bamboo socks, fusion spice blends and shampoo bars, with all money going to Fashion Revolution, The Hunger Project UK and YoungMinds, respectively. Please come and say hello to hear more about these worthwhile charities!

PwC

At PwC, our purpose is to build trust in society and solve important problems. It is this focus which informs the services we provide and the decisions we make. Demonstrating genuine leadership is more important to us than size or short term revenue growth. To achieve our aim to be recognised as the 'the leading professional services firm' we must be innovative, responsible and attract outstanding people. As a progressive employer we will continue to develop a diverse and agile workforce. We have a dedicated Nuclear team at PwC who support clients across the operations, decommissioning and new build lifecycle.

Sponsors and Exhibitors

Sellafield

Sellafield Ltd operates the biggest nuclear site in Britain on behalf of its owners, the Nuclear Decommissioning Authority (NDA).

With a workforce of more than 11,000 people, the company is one of the largest employers in the north of England.

Its role is to lead the 100-year programme to safely decommission and clean up Sellafield while ensuring the local community is not negatively impacted.

This is arguably the most important environmental project in Europe. We also manage radioactive waste and special nuclear materials on behalf of the UK.

Additionally, by the end of 2020 we will have completed our 70-year mission to reprocess spent nuclear fuel for the UK and overseas customers.

Women in Nuclear UK

The mission of WiN UK is to address the industry's gender balance, improve the representation of women in leadership, engage with the industry, government and public on nuclear issues and support the industry with tools and information.

The WiN Executive Board is focused on three key objectives of Attraction, Retention and Dialogue which are delivered throughout the WiN organisation, via the Executive Board, WiN Regional Teams, Industry Partner and WiN Patron.

The aim of these objectives is to encourage women of all ages into, or back into, the nuclear sector through engagement with schools, universities, industry and social media; to support those already in the sector with career progression through mentoring and networking; having meaningful dialogue to ensure broader engagement on diversity within the sector, but also on engaging women outside the industry in the debate on nuclear applications.

Westinghouse

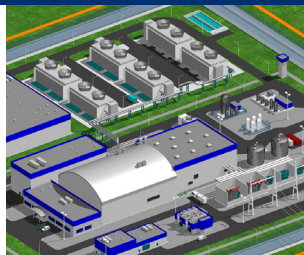
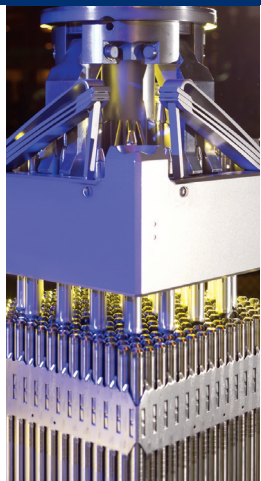
Westinghouse is a global leader in the nuclear industry, and at the forefront of the UK nuclear sector in fuel manufacture, plant services, decontamination and decommissioning, and new build.

Westinghouse is a major employer of around 1000 highly-skilled jobs in the North West. From our nuclear licensed site at Springfields, we manufacture the fuel which provides around 32% of the UK's low carbon electricity supply and our office in West Cumbria is focused on supporting decommissioning projects in UK.

Westinghouse remains committed to delivering the ambitious proposals set out in the Nuclear Sector Deal to deliver low carbon, affordable energy to the UK.



WESTINGHOUSE IS COMMITTED TO DELIVER THE AMBITIOUS PROPOSALS SET OUT IN THE NUCLEAR SECTOR DEAL TO DELIVER LOW CARBON, AFFORDABLE ENERGY TO THE U.K.



www.westinghousenuclear.com



Beth Sharkey
Crane Operator Apprentice

EDF
Supporting
Women in
Nuclear



Speakers



Alexander Pett – Director, River Leadership

Alexander is a leadership development and organisational change specialist with 18 years experience of helping leaders and leadership teams improve their ability to execute strategies. He works with clients to establish the leadership capabilities and behaviours necessary to underpin performance improvement. Alexander supports leaders across multiple sectors through executive coaching, team development and strategic change work.



Jack Gritt BSc (Hons) CMath MIMA, President, Women in Nuclear UK

Jack Gritt is a Chartered Mathematician and a Member of the Institute of Mathematics and its Applications. With 35 years' experience in the nuclear industry, Jack has held a number of executive management positions in the nuclear industry. In addition she is a champion for inclusion and diversity in the work place with a keen focus on the performance benefits that can be achieved via outstanding leadership in this field. She has a passion for encouraging people in the nuclear industry, especially women. Jack is the President of Women in Nuclear UK and sits on the WiN Global Executive Board. Through these roles she believes she can continue to build a future for nuclear power and create an environment where women can thrive in this exciting industry which offers endless opportunities.

Jack has championed women in the industry throughout her career, as well as working in her local community as a councillor and school governor. She has always had a keen focus on helping women to manage their work/family balance, remain in employment whilst raising a family and to have the confidence to consider transferrable skills to explore new opportunities. This life long passion led her to becoming a founding member of WiN UK and is what continues to drive her commitment today.



Gwen Parry-Jones OBE, Chief Executive Officer of Magnox Limited

Gwen Parry-Jones OBE started her career in 1989 as a reactor physicist at Magnox's Wylfa power station, before taking up several management positions at British Energy and then EDF Energy, in the UK and Canada.

In 2008 she became the Station Director of Heysham 1 power station and was the first woman in the UK to have run a nuclear power station. During her time at EDF Energy, Gwen was also awarded an Officer of the Order of the British Empire (OBE) for services to science and technology.

Previous to joining Magnox Ltd, Gwen was the Executive Director of Operations Development at Horizon Nuclear Power.

Speakers



Debbie Francis, Managing Director, Direct Rail Services Ltd.

Debbie joined Direct Rail Services Limited in July 2016 as the Managing Director following 3 ½ years at Network Rail as the Finance & Commercial Director for the LNW route. Debbie has 30 years of experience across a range of industries from IT to infrastructure maintenance to rail. She has also gained extensive experience throughout her career both in the UK and overseas in finance, systems, commercial, operations and business development. She has a 2:1 degree in Business Studies from Liverpool Polytechnic, an MBA from Manchester Business School, is a Fellow of the Association of Chartered Certified Accountants (FCCA), a Chartered Director and has recently commenced a PhD with leadership and team performance at the heart of her research. Debbie has held a number of non-executive roles over the last five years and is currently Non-Executive Director and Audit Committee Chair for the Lancashire Care NHS Foundation Trust.

Debbie appeared on the 2019 Northern Power Women Power list, won the North West & IOM 2019 Director of the Year Award for Inclusivity, was highly commended at the Inspire Awards 2019 for Women in Stem, was a finalist in the 2019 Forward Ladies Award for Corporate Leader and won the award for Woman with Edge at the Women on the Year Awards 2019.



Sarah Churchman OBE, Chief Inclusion, Community & Wellbeing Officer, PwC

Sarah is a senior Human Resources professional with over 30 years' experience, including 15 years in the specialist area of Diversity & Inclusion. She is one of the country's most seasoned professionals in this field, is widely regarded as a thought leader and is frequently quoted in the media on issues such as women on boards, gender pay gap, social mobility, work-life balance, generational diversity and, more recently, on mental health. She is leading PwC's focus on inclusion both within the workplace and across the communities in which PwC operates.

She has featured in Personnel Today's Most Influential People in HR list (ranked 28th), was awarded Diversity Leader of the Year in the 2015 Excellence in Diversity Awards, and ranked #17 in the Accountancy Age Financial Power List 2018. Her work on gender equality at PwC has been recognised externally with a series of accolades and Sarah herself was awarded an OBE in the 2018 New Year's Honours List for services to women in business, equality, diversity and inclusion.

Speakers



Paul Howarth, CEO, National Nuclear Laboratory Ltd.

Paul was appointed as CEO of the National Nuclear Laboratory in January 2011. He has managed extensive portfolios in both academic and business environments and engaged with senior stakeholders across Government, academia and industry. He has a strong knowledge of the research affairs of national and international nuclear organisations.

Paul began his career working on the European Fusion Programme where he completed his PhD, he subsequently worked in Japan on technology transfer in the semiconductor industry and also the Japanese nuclear programme. He worked for BNFL at numerous locations in the UK and roles covering technology commercialisation, plant support and policy development, culminating in support to the UK Government on the case for new nuclear build. Paul also co-founded the Dalton Nuclear Institute and worked for the US organisation Battelle alongside US National Laboratories on M&O contract development. In 2009 he was part of the M&O team that was awarded the contract to run NNL.

Currently Paul is also a Non-Executive Director at the National Physical Laboratory and Chair of the Association of Innovation, Research and Technology Organisations (AIRTO). He was elected to the Royal Academy of Engineers in 2014.



Amri Johnson, Partner, Inclusion Nudges

For more than 20 years, Amri Johnson has been instrumental in helping organisations and their people create extraordinary business outcomes. Social capitalist, epidemiologist, entrepreneur, and inclusion strategist: Amri's dialogic approach to engaging all people as leaders and change agents (most recently at the research division of Novartis, as Global Head of Cultural Intelligence and Inclusion) has fostered the opening of minds and deepening of skillsets with organizational leaders and citizens enabling them to thrive and optimally contribute to one another and their respective organizations.

Amri is currently working on a book offering insightful perspectives for change makers for inclusion and diversity. In fall 2019, he joined Lisa Kepinski and Tinna Nielsen in the nonprofit Inclusion Nudges global initiative.

Born in Topeka, KS (USA), Amri has worked and lived in the U.S., Brazil, and currently lives in Basel, Switzerland with his wife, Martina, and their three kids.

Speakers



David Peattie, CEO, Nuclear Decommissioning Authority and WiN UK Patron

David Peattie was appointed as the Chief Executive Officer for the Nuclear Decommissioning Authority in 2017, following a 33 year career in a number of technical, commercial and senior management positions in the oil and gas industry, including a final role as Head of BP Russia.

David has significant global experience of leadership in the energy, oil and gas industries, and a strong track record in tackling complex commercial and engineering challenges in the UK and internationally. Prior to taking up his role at the NDA, David was Chief Executive Officer at Fairfield Energy, and is also the current chair of Pacific Nuclear Transport Ltd.

Since joining the NDA, culture change and equality, diversity and inclusion have been particular areas of interest for David, along with having the NDA business work more effectively together as a group.



Lynsey Valentine, Strategy Director, Cavendish Nuclear and incoming WiN UK President

I started out in the Nuclear industry over 17 years ago straight from university with a Chemistry degree. However it wasn't a vocation. Luckily while I was reaching the end of my studies a vacancy came up for a graduate technical specialist at UKAEA. I remembered finding Nuclear pretty interesting when we studied it (very briefly!) in Physics GCSE so I applied for a place on the graduate programme and got offered a job at Birchwood Park, Warrington. And now I'm still at Birchwood Park albeit I moved around a bit in between.

In the early years of my career I was part of the science and hazard management team focussed on the development of waste management and decommissioning strategies for a range of clients both in the UK and internationally. Since then I've undertaken roles in bidding, operations, account management, business development, communications, marketing and strategy development, one of the highlights being my role as Business Support Director working directly for the Chief Executive. As Strategy Director I am now responsible for the development and delivery of the Cavendish Nuclear Strategic Plan across a UK customer base including Sellafield, AWE, EDF, Magnox and Dounreay, and with international focus on Japan, Canada and Europe. I've had a fantastic and varied career to date which is why I really want to raise the profile of the industry so we don't just rely on luck when it comes to recruiting our future talent!

I live in a small village called Styal in Cheshire with my husband and 17 year old cat. When I'm not gardening or stockpiling logs I'm usually up a ladder, paintbrush in hand, decorating and restoring our 18th century farmhouse.

Proud to have partnered Women in Nuclear UK in their mission to address the industry's gender balance, improve the representation of women in leadership, and engage with the public on nuclear issues.

Our Jacobs values

■ We do things right.

We always act with integrity – taking responsibility for our work, caring for our people and staying focused on safety and sustainability. We make investments in our clients, people and communities, so we can grow together.

■ We challenge the accepted.

We know that to create a better future, we must ask the difficult questions. We always stay curious and are not afraid to try new things.

■ We aim higher.

We do not settle – always looking beyond to raise the bar and deliver with excellence. We are committed to our clients by bringing innovative solutions that lead to profitable growth and shared success.

■ We live inclusion.

We put people at the heart of our business. We have an unparalleled focus on inclusion with a diverse team of visionaries, thinkers and doers. We embrace all perspectives, collaborating to make a positive impact.



Workshop Speakers



Nicola Boyle, Delve OD

Nicola has 20 years of experience working across a wide range of industries, working with teams and leaders on change programmes, team diagnostics and performance and talent management.

Nicola's strength is to bring strategy to life and ensure that people and team dynamics are aligned to where an organisation needs it to be.



Caroline Brown, Atkins

Caroline Brown is a Chartered Mechanical Engineer who, since 1997, has evolved from an engineer, to a project manager and business head with Atkins. Being a natural connector and driven to action she is now a leader of transformational culture change and is a qualified business coach and certified Time to Think facilitator, as well as a Mental Health First Aider. She has successfully implemented new approaches to engaging employees, and more recently to improving wellbeing.

She now works for Atkins on a part time basis and has recently started to work independently as a coach and facilitator. So, she's now juggling a portfolio career bridging across a traditional corporate role and being self-employed.

Caroline is also a Trustee Director of the Atkins Pension Plan and an independent non-executive director for HorseHeard (a registered charity working with horses to promote positive emotional health and resilience outcomes for children, young people and adults in need)



Sarah Cave, Primeast

Sarah Cave is a Director of Primeast and Head of Leadership for the organisation. She is a development professional who is passionate about learning and performance improvement. A leadership specialist, she believes that great leaders have both an academic understanding of leadership models and theory and the ability to breathe life into these within their organisations. She especially enjoys working with women in leadership; helping them to find their own voice, achieve their potential and bring their unique skills to the boardroom.

Workshop Speakers



Margaret Edge, Director Consultancy Services, The Pipeline

Prior to leading The Pipeline's Consultancy Services, Margaret played a leading role at Norman Broadbent Executive Search helping clients build capability within their HR functions.

She has 20 years corporate HR experience as well as a deep understanding of how to effectively develop individuals.



Emily Hutchinson, EJH Consulting

Emily Hutchinson is a Chartered Occupational Psychologist, an Associate Fellow of the British Psychological Society and a registered Practitioner Psychologist. In 2004, she was featured as one of Britain's 10 leading Occupational Psychologists by the Independent on Sunday.

Since 2006, she has had her own business, EJH Consulting, and works in long-term partnerships with a number of technical organizations (including Atkins), providing thought leadership and practical interventions. She also holds academic positions.

In 2018, she founded the Corporate Women's Coaching Club which supports women to have more impact at work through a fresh approach to women's personal and leadership development. She and Caroline are currently writing a book: *The Strengths-Based Organization: make a difference to inclusivity, wellbeing and performance*, due to be published late 2020.



Sarah Montgomery, Delve OD

Sarah has a wealth of experience working with companies to deliver a range of organisational development interventions. Sarah has strong facilitation skills, enhancing the learning experience, effectively working with leaders and teams to transform services. Sarah takes an action-oriented approach to ensure that the people she is working with can make tangible changes in the workplace.



Ana Pacheco, Director, The Pipeline

Ana is dynamic business leader with a proven track record of working with organisations to drive their commercial agenda. She builds relationships quickly and thrives on seeing projects come to life using her strong collaboration skills. She credits her skills to 20 years' experience in professional services delivering on strategic priorities across a wide range of industry sectors.

Awards

Meet the Judges



Sarah Winship
Jacobs



Sarah Long
Atkins



Matt Leedham
PwC



Leah Etheridge
NNL



Jack Gritt
President, WiN UK



Lynsey Valentine
Cavendish Nuclear



The Nuclear Decommissioning Authority is proud to sponsor the Women in Nuclear UK Annual Conference 2020.

We are honoured to have our Chief Executive, David Peattie speaking at the event as its new patron.

#WiNUK2020 #MakeADifference



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nuclear

Samantha Price - Welder

PEOPLE
WHO
INNOVATE

TO MAKE NUCLEAR
SAFER, FASTER, AT LOWER
COST

Cavendish Nuclear, a wholly-owned subsidiary of Babcock International Group, is a leading nuclear services company.

We are committed to encouraging inclusion and improving diversity, not only within Cavendish Nuclear but across the industry as a whole. We have pledged to support our industry to achieve 40% women by 2030.

We recognise that diverse teams generate better ideas, better decision making and better business outcomes.

New Build
Nuclear Services
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Awards

Ally of the Year - The finalists

A man in the nuclear sector who is going beyond the day job to improve gender balance and diversity.



Hugo Herrera - Nuclear Decommissioning Authority

Hugo has been a core part of our 'Industry Guidance' team for a number of years, volunteering alongside our Industry Guidance exec board member Carole Jones. This has included supporting WiN widely, attending WiN national and regional events including a WiN Global event in London and acting as a representative of WiN at nuclear sector organisational events.



Peter Welch - Radioactive Waste Management

In the short time that Peter has been at RWM, he has been an integral member of RWM's Equality, Diversity and Inclusion (EDI) working group, championing and sponsoring several initiatives to improve diversity and inclusivity in the workplace, including gender balance issues and has also been an avid supporter of WiN Central England.



Richard Cooke - National Nuclear Laboratory

Richard is an Electron Microscopist at NNL's Central Laboratory in Sellafield. He has been with NNL (and predecessor organisations) for over 30 years and has many years' experience in the preparation and examination of materials in order to help understand how radiation affects their behaviour. For the last 10 years he has been a Trade Union representative with Prospect, specialising in Equality, Diversity and Inclusion. His work within the laboratory, and through the unions, has been reflected in a number of changes and developments which have all contributed to his mission to improve gender equality within NNL and the wider industry.

Awards

Champion of the Year - The finalists

A woman who has been supportive and influential across the sector in building recognition of the importance of gender balance and diversity.



Melanie Brownridge - Nuclear Decommissioning Authority

Melanie Brownridge leads technology and innovation for NDA, responsible for over £100 million of annual investment in innovation. Melanie works part-time and proactively ensures a diverse, gender-balanced team where flexibility enables individuals to flourish professionally. Her belief is that a good work-life balance and part-time hours should never be a barrier to success or promotion. An active supporter of WiN and ED&I initiatives, Melanie's commitment to gender balance and diversity at all levels is visible in her approach to both recruitment and management. Part of this approach is to offer flexible opportunities for development via project work or secondments. For the post-holders, these roles often prove a springboard to new opportunities. As a leadership role model, Melanie offers positive nudges and supportive micro-cues, frequently celebrating success and empowering team members.



Dr Elina Militello Asp - UK Atomic Energy Authority

Elina first got involved in EDI in January 2018 when she did some data analysis. Four months later she was PM for the application. Shortly thereafter Elina became involved with WiN CE. In 2019 Elina was PM for UKAEA's successful Athena SWAN Bronze Award application. Elina acts a great role model at UKAEA and has inspired several of her team to sign up as Inclusion Ambassadors, acting as eyes and ears in the ground and as contact points in case someone has experienced or witnessed an EDI infraction and don't know what to do about it or just wants to talk to someone about it.



Julia Pyke - EDF Energy

As a Director for Sizewell C Julia has responsibility for ensuring the business is structured in a way that supports our commitment to meet the Nuclear Sector target of employing a 40% female workforce. She is responsible for the financing and regulation for the project which means regularly meeting with Government and Fund Managers to work through a fair way to fund new nuclear build projects in the UK. She sees an important part of the role is working with younger women in the project to mentor, encourage and celebrate their achievements. With over 15 years of experience advising infrastructure and energy projects around the world, Julia joined EDF Energy in July 2017, focusing on Hinkley Point C, Sizewell C, Bradwell B and the decommissioning the older power stations in the company fleet. Prior to this present role, as Partner and Head of Power and Renewables for UK, US & Europe at Herbert Smith Freehills LLP (HSF), Julia led a cross-practice team advising on power projects (including HPC), and on defence, nuclear decommissioning and transport projects.

Awards

Mission Possible - The finalists

Someone who is tenacious in their mission to create change.



Lidia Bosa - EDF Energy

Lidia has worked on HPC Nuclear new build for 9 years and has managed off-site mitigation from consultation through to the present day. She is a true ambassador for the company D&I vision - a Silver Company Maker, an active member of the Women's Network and STEM ambassador, working hard to encourage girls into engineering and nuclear disciplines. Lidia has recently been appointed as the Western Region Lead for Women in Nuclear. Over the last few months Lidia demonstrated her passion for the support of the growth of New Nuclear as low carbon energy and the need to encourage women of all ages and backgrounds to get excited about joining the Nuclear industry. Lidia is adept at growing and influencing networks, and has successfully established relationships with politicians, board member, council members, contractors and general public, using these relationships to facilitate solutions and increase engagement with D&I throughout the wider nuclear industry. She has provided support to HS2, Horizon and Cuadrilla. Her influence and reach is not only local, it is nationwide and cross-industry.



Helen Kendall - Radioactive Waste Management

Helen is a passionate ambassador for gender balance in the nuclear industry and actively takes part in and initiates activities to drive this forward by inspiring others to get involved, reaching out to school children on STEM and supporting others through mentoring and bravely sharing personal challenges. She is currently acting Head of Higher Activity Waste in RWM. In this role she is responsible for support to NDA Strategy and delivery of Integrated Waste Management amongst other strategic themes for NDA. Helen joined RWM in 2009 as a Geological Assessments Specialist. She has always given her all to each role and developed useful skills that have enabled her to deservedly move into several roles within RWM including taking on the senior role she is now. Helen is a hard-working team player and an asset to RWM. She is a Geologist by background and a Chartered Scientist of the Geological Society and a Practitioner member of the Institute of Environmental Management and Assessment.



Stacey Shepherd - EDF Energy

Stacey is the lead for Bridgewater House Women's Network and she has worked tirelessly in overcoming hurdles and using all available opportunities to make the case for gender diversity in the work place. She is proactive in encouraging change in EDF and is force for good. Since becoming the lead for the network she promptly developed a strategy and vision for success, recruited a committee to deliver objective, gained sponsorship from the senior leadership team, including an Executive Director and developed a programme of activities and development opportunities in support of gender equality, including: Women in STEM development course, mentoring scheme, STEM outreach, career journey profiles, inspiring speakers and panel sessions. She really believes in gender diversity and does everything in her power to encourage women in the work place.

Awards

Regional Heroes - The finalists



Dounreay's Women's Network

The Dounreay Women's Network recently celebrated its second anniversary and achieved its goal 'to be recognised as the leading NDA site for employing women in leadership roles within the next two years'. The network continues to focus on increasing the representation of women within the business and aspires to play a part in meeting the 40% of women in nuclear by 2030 target set out in the nuclear sector deal. The current representation of women within the Dounreay workforce is 31% which is above the industry average of 22%. The network provides support in the form of CV & interview skills, coaching and personal development mentoring, shared learning through attending conferences, Q&A sessions and within the wider estate through working with WiN UK and other women's networks.



WiN Scotland Highland Regional Team

WiN Highlands is the most northerly branch of Women in Nuclear UK. Having initially started out as WiN Scotland, the branch split into two regional teams towards the end of 2018. The remoteness of the Dounreay site presented challenges when trying to align with activities within the wider WiN Scotland remit. The split enabled the team to host local events and really tailor these to meet member's needs. WiN Highlands official launch took place in March 2019 and throughout the year they have hosted events and also represented WiN Highlands at other regional and local events. They have refused to let their remote location hold them back and have used technology to support the wider WiN mission.



WiN Central Regional Team

All of the individual members of the team are strong, motivated, independent people, all with different day jobs and background. The only commonality is a passion for addressing gender balance within the nuclear industry. Each person has their own specialist skills but we are all seizing the opportunities offered by WiN to step outside our comfort zones and challenge ourselves. By doing this we are acting as good role models. Our easy style and passion for what we are doing inspires and motivates our audiences.



WiN Scotland Central Regional Team

The formation of the WiN Scotland central branch began over two years ago through networking at the WiN Annual conference. During 2019, a wider group of local stakeholders came together after the annual conference to re-focus efforts in the branch. Core team members from Doosan Babcock, Jacobs, Mott MacDonald and EDF established a branch development plan and ramped up activity over the year culminating in the inaugural launch event on the 28th November 2019. The launch event had over 25 attendees from across a range of industry companies. The efforts of the core and wider team members highlights the success of promoting WiN in the central Scotland region and also across the wider UK network.

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