

Attract and Retain

The need to promote a balance view of the nuclear sector whilst providing a clear pathway in order to attract more women and support retention and career progression of women and other under-represented groups

Your Toolkit

- Encourage a diverse group of people to promote your organisation and utilise ambitious, positive female role models to share their experiences and knowledge.
- Create dedicated groups or a “Women's Network” to provide an extra outlet for support and opportunities for networking and development.
- Advertise training, mentoring and Continuous Professional Development schemes through a variety of methods. Use dedicated areas on a local network, intranet page, periodic emails, or physical methods such as posters, flyers and leaflets.
- Communicate clear definitions on what an executive/leader/manager is to all employees to use as their development tool. Provide an open dialogue with management on the local intranet page.
- Provide regular constructive feedback which will allow employees to further develop within the company.

Best Practice

Women in Engineering Society - www.wes.org.uk

Charitable and professional network of women engineers, scientists and technologists

WISE Campaign – www.wisecampaign.org.uk/

WISE enables and energises people in business, industry and education to increase the participation, contribution and success of women in STEM

MentorSET – www.mentorset.org.uk

A mentoring scheme co-ordinated by the Women's Engineering Society to help women working in STEM