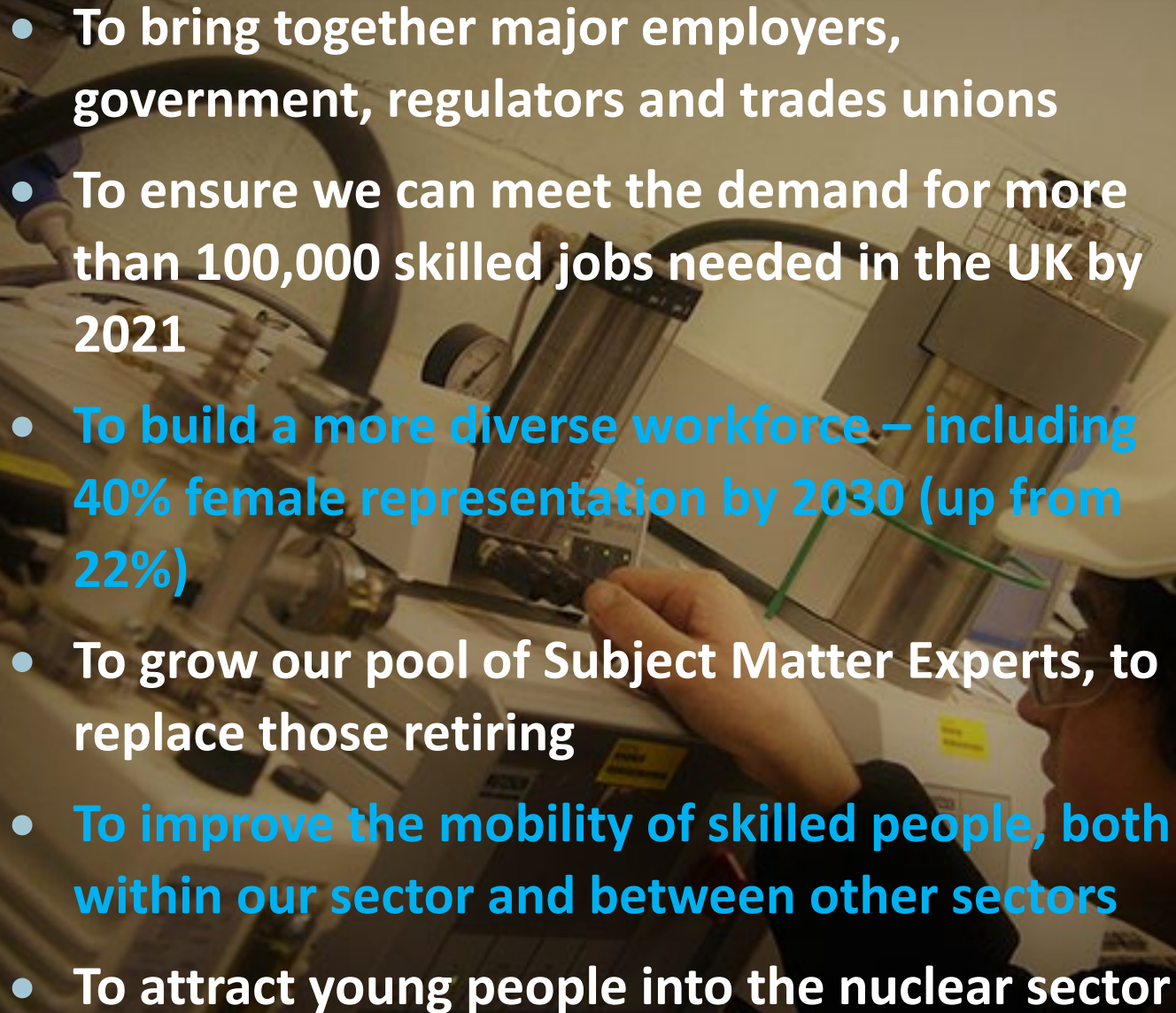


# Nuclear 2019

## Changing the face of the nuclear sector: beyond the rhetoric

Dr Fiona Rayment OBE  
Chair NSSG

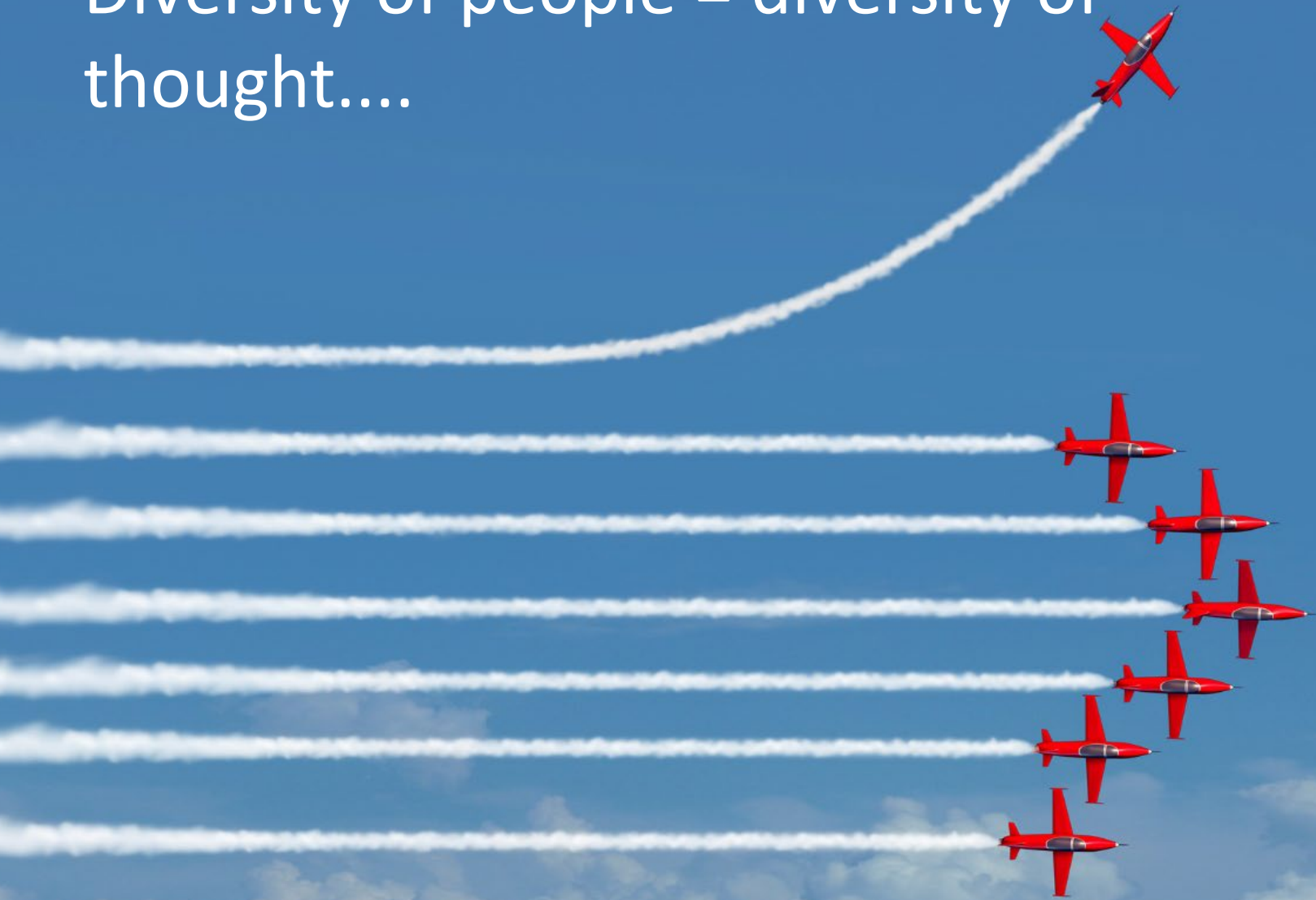
# Why is NSSG here?

- To bring together major employers, government, regulators and trades unions
  - To ensure we can meet the demand for more than 100,000 skilled jobs needed in the UK by 2021
  - To build a more diverse workforce – including 40% female representation by 2030 (up from 22%)
  - To grow our pool of Subject Matter Experts, to replace those retiring
  - To improve the mobility of skilled people, both within our sector and between other sectors
  - To attract young people into the nuclear sector
- 
- A person wearing a white hard hat and safety glasses is working on a complex piece of machinery in a laboratory or industrial setting. The person is focused on the task, with their hands near the equipment. The background shows various components of the machinery, including pipes, gauges, and structural elements. The lighting is bright, highlighting the person and the equipment.

A word cloud on a dark gray background featuring various terms in different colors and sizes. The most prominent words are 'Denial Bias', 'Nosilverbullet', 'HumanLeadership', 'Adaptation', 'Stress', 'Prejudice', and 'Old-school'. Other visible words include 'Warfortalent', 'Responsibilities', 'Identity', 'Variance', 'Vision', 'Rhetoric', 'Mindset', 'Defence', 'Injustice', 'Parity', 'Orientation', 'Culture', and 'Celebrate'.

Denial Bias  
Nosilverbullet  
Warfortalent  
Responsibilities  
Identity Variance Vision  
HumanLeadership  
Adaptation  
Rhetoric  
Stress Mindset Defence  
Injustice  
Parity  
Orientation Prejudice  
Culture Celebrate  
Race Old-school

Diversity of people = diversity of thought....



## Lot's of practical advice – e.g. NSSG Diversity Resource Pack

### MAKING THE CHANGE

- Addressing workplace culture
- Combatting unconscious bias
- Establishing measurements/targets

### RECRUITMENT

- Monitoring recruitment diversity
- Widening the pool of candidates
- Advertising roles to attract diverse candidates

### PROMOTION

- Evolving the organisation - internal comms
- Helping managers promote a fairer, diverse workplace
- Taking care to adopt gender-neutral roles

### RETENTION

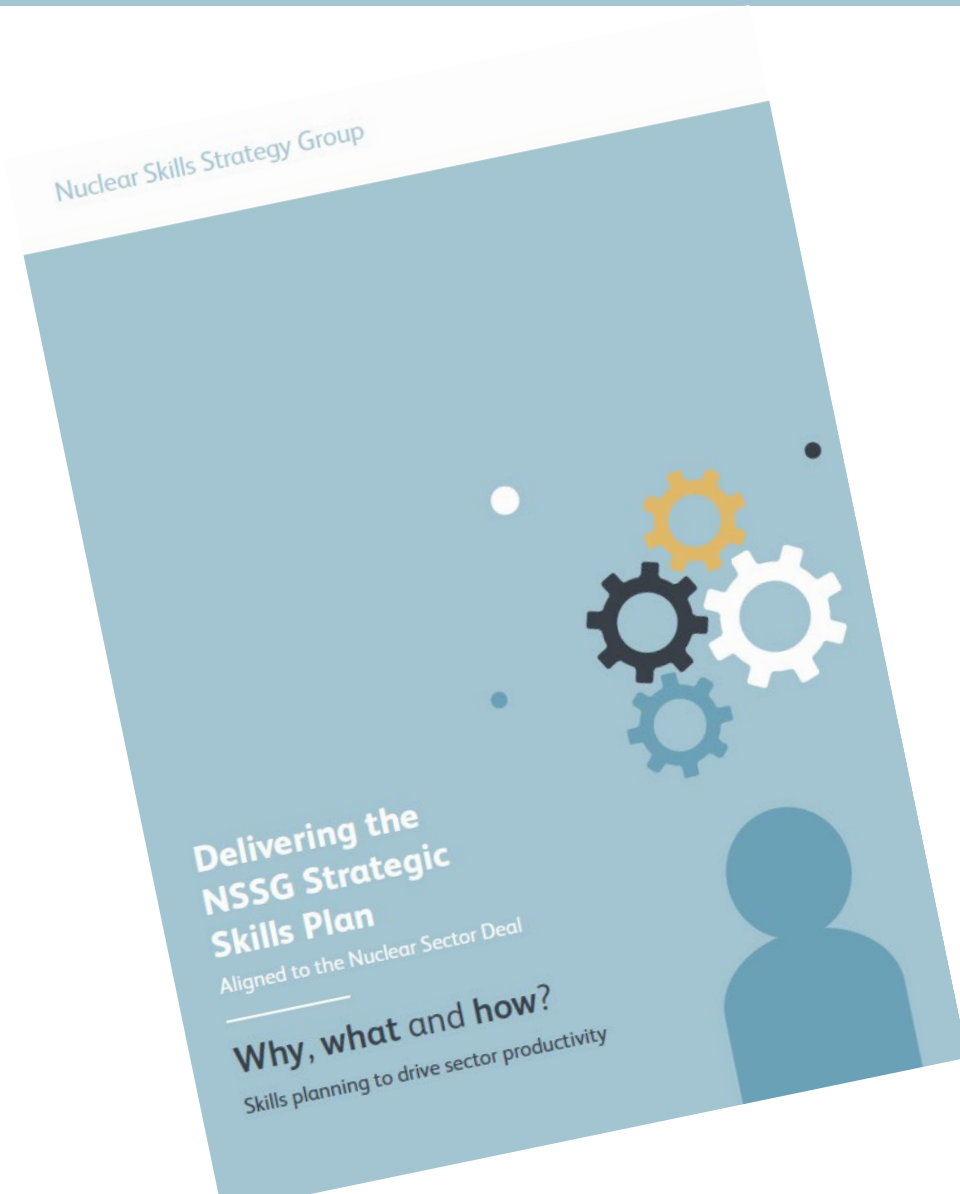
- Ensuring all employees feel valued
- Implementing a clear EDI Plan
- Managing career breaks effectively
- Supporting women returners



Best practice guidance for employers of women in STEM -IET

Updated Strategic Skills Plan launched today....

Copies available at NSSG stand



# The diversity theme continues....



Nuclear Skills 2019 Conference  
Bridgewater Hall  
Manchester

21st March 2019



<https://nucskills19.eventbrite.com>