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# The Programme and Project Partners (PPP) Share and Learn Series

National Inclusion Week – Welcome to the Sellafield Ltd employee networks

Speakers – **Alan Rankin** (Sellafield Ltd Diversity and Inclusion Lead)  
**Terri Hargreaves** (Sellafield Ltd Diversity and Inclusion Advisor)

Hosted by – **Becky Ballantyne** (Cultural Development Manager)

# Hello and welcome



- You are very welcome to turn your camera off
- We kindly ask that you remain muted during the presentation
- Please make full use of the chat function
- We will have time for Q&A at the end so we would actively encourage you to use the chat function throughout the session
- Reminder – our virtual platforms permit content up to OFFICIAL



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# Sellafield Ltd - Employee Led Networks

## Presentation for PPP National Inclusion Week

**29<sup>th</sup> September 2022**





# Sellafield Ltd Diversity & Inclusion Journey (2016 to 2022)

2016

New Operating Model and started to act “as if subject to” PSED  
Capita Conduct Focus Groups  
Executive EDI Workshop & initial EDI Strategy

2017

Engage Capita consultancy support  
NDA EDI Delivery Group established  
EDI launched as part of the Leadership & People Transformation Plan.  
NDA estate wide survey launched  
Diversity Council established

2018

Survey Results published in full  
**Employee Networks and Groups emerge and start to evolve**  
Updated EDI Strategy & Launch EDI Hub  
Mental Health Champions launch  
First Mental Health Improvement Plan/Video/This is Me

2019

Gender Pay Gap Improvement Plan  
Respect at Work (B&H) Improvement Plan  
Thriving at Work Mental Health Improvement Plan  
NDA Estate wide Pulse Check Survey  
External sponsorship (Pride/Diverse Cumbria Awards)

2020

Launch of My Contribution (new Performance Mgt)  
**Employee led Networks continue to evolve**  
Manifesto & Leadership Standard developed  
NDA Beacon Projects (D&I focus)  
Covid 19 (Clinically Vulnerable/Extremely CV, guidance, support, advice, RAP)  
Sellafield Ltd 7 Year People Strategy

2021

Embedding My Contribution & Manifesto  
**Networks and Groups continue to evolve**  
NDA Beacon Projects develop /evolve  
SL 7 year D&I Strategy and NDA 5 year D&I strategy  
NDA wide Engagement survey (Includes D&I and Wellbeing)  
MIND Index Engagement Survey  
Roll out mandatory D&I E-Learning  
Executive Reverse Mentoring

 Sellafield Ltd

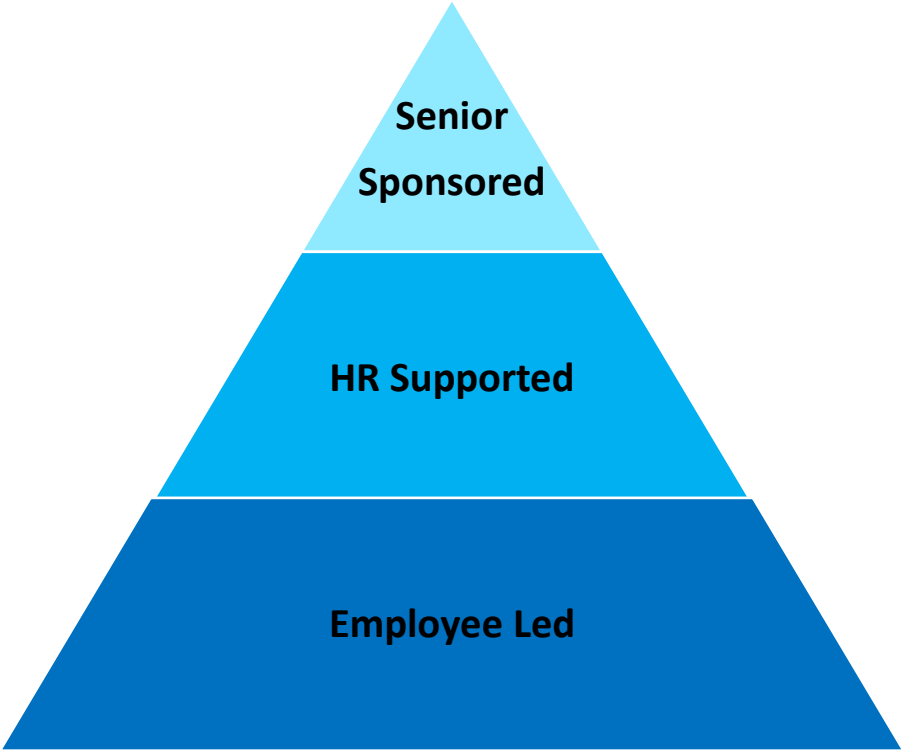
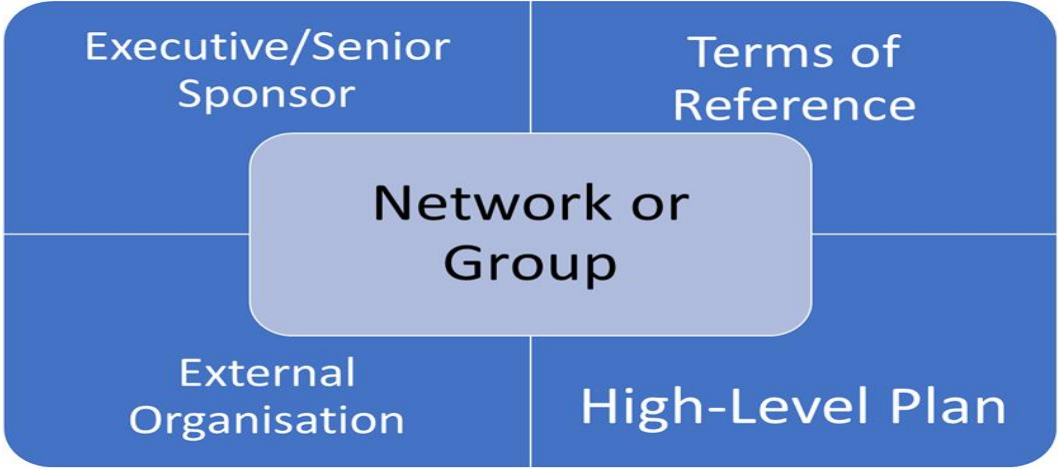
2022

New Improvement Plans (x4)  
**Networks and Groups continue to evolve and move to new model**  
D&I Data Improvement  
Engagement Survey Working Groups – B&H Refresh  
Continue mandatory D&I E-Learning  
Reverse Mentoring expansion  
Reourcing Improvements  
HR Policy and Process (D&I Lens)



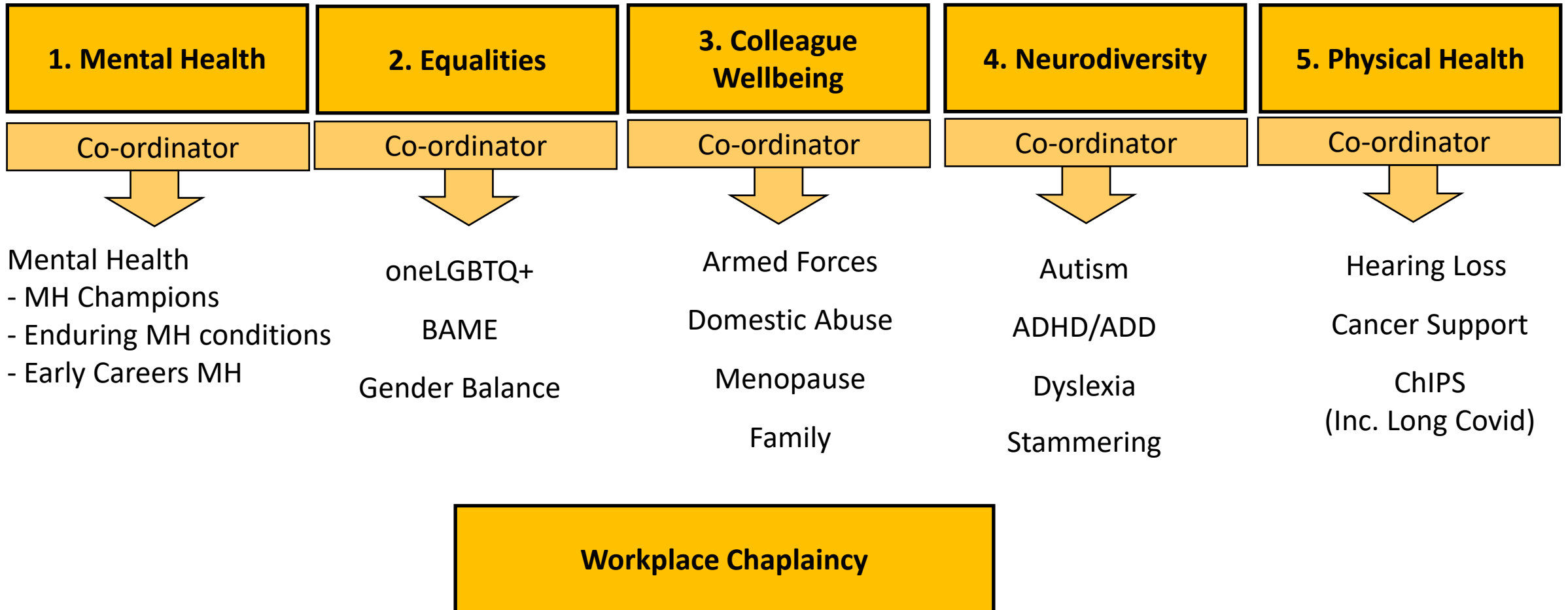
There are currently 17 employee-led support networks;

- Stronger Together Cancer Support**
- Nuclear Autism Support Network (NASN)**
- Armed Forces Network**
- Gender Balance**
- Nuclear Stammering Support Network**
- Dyslexia Network**
- Chronic Illness Peer Support Network (ChIPS)**
- Sellafield Menopause Support & Action Group**
- Black, Asian and Minority Ethnicities Network (BAME)**
- oneLGBTQ+ Network**
- Enduring Mental Health Conditions Network**
- Early Careers Mental Health Support (ECMHS)**
- Sellafield Deaf, Hearing Loss & Tinnitus Network**
- Mental Health Champions Network (MHCs)**
- Domestic Abuse Contacts (DACs)**
  
- Family Network**
- ADHD/ADD Network**



# Network Alignment

Each individual network retains there own identity, terms of reference, activity & action plans, aims and structure.  
This new model drives **focused collaboration** & work within an overarching “Network Strategy”.



## We are about to launch 3 Collaborative Projects across the networks:

- to harness the collective power, knowledge and energy of our networks
  - to improve our business resilience.
  - to enhance delivery of “real” business projects.
  - to raise profile and reinforce benefits of inclusion across our business.
  - to develop and evolve networks from being (primarily) support focused to being more focused on enabling enhanced inclusion across the business.
  - to drive inclusion deeper into the business.
  - to encourage others to step up and become network members or allies
- 
- **Project 1** - Attraction, Recruitment and Retention
  - **Project 2** - Thinking Differently and Driving Difference into the organisation
  - **Project 3** - Bring the Outside In

# Opportunities for PPP to integrate with our networks...

Out of our **17 networks**, most already welcome colleagues from the NDA and other NDA businesses, as well as our supply chain.

There are some who, for specific reasons, currently limit membership to just SL colleagues. These are underlined and highlighted in red; but that does not prevent discussions and engagement taking place to understand what might be possible.

If anyone is interested in setting up their own network, the Diversity & Inclusion Team ([D&I.Team@sellafieldsites.com](mailto:D&I.Team@sellafieldsites.com)) are happy to share the code of conduct which the SL networks follow.



**Stronger Together Cancer Support**

**ADHD/ADD Network**

**Family Network**

**Nuclear Stammering Support Network**

**Sellafield Menopause Support & Action Group**

**Black, Asian and Minority Ethnic Network (BAME)**

**Early Careers Mental Health Support (ECMHS)**

**Mental Health Champions Network (MHCs)**

**Chronic Illness Peer Support Network (ChIPS)  
(incorporating Long COVID Support**

**Nuclear Autism Support Network (NASN)**

**Armed Forces Network**

**Gender Balance**

**Dyslexia Network**

**One LGBTQ+ network**

**Enduring Mental Health Conditions**

**Deaf, Hearing Loss & Tinnitus Network**

**Domestic Abuse Contacts (DACs)**

# Remember...

- The SL employee networks do not replace any Lot Partner employee resources groups / employee networks - they are complimentary networks
- If you're already a member of a Lot partner employee network - great! The SL employee networks are an additional opportunity to share ideas, meet new colleagues and learn together to help create a more inclusive and diverse community.





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# Thank You

Any Questions