



 **Sellafield Ltd**

PROGRAMME +
PROJECT PARTNERS

 **KBR**

 **Jacobs**

 **MORGAN
SINDALL
INFRASTRUCTURE**

 **DOOSAN**

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



Sellafield Ltd - Employee Led Networks

Presentation for PPP National Inclusion Week

29th September 2022



Sellafield Ltd Diversity & Inclusion Journey (2016 to 2022)

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

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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

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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

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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)

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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

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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



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)

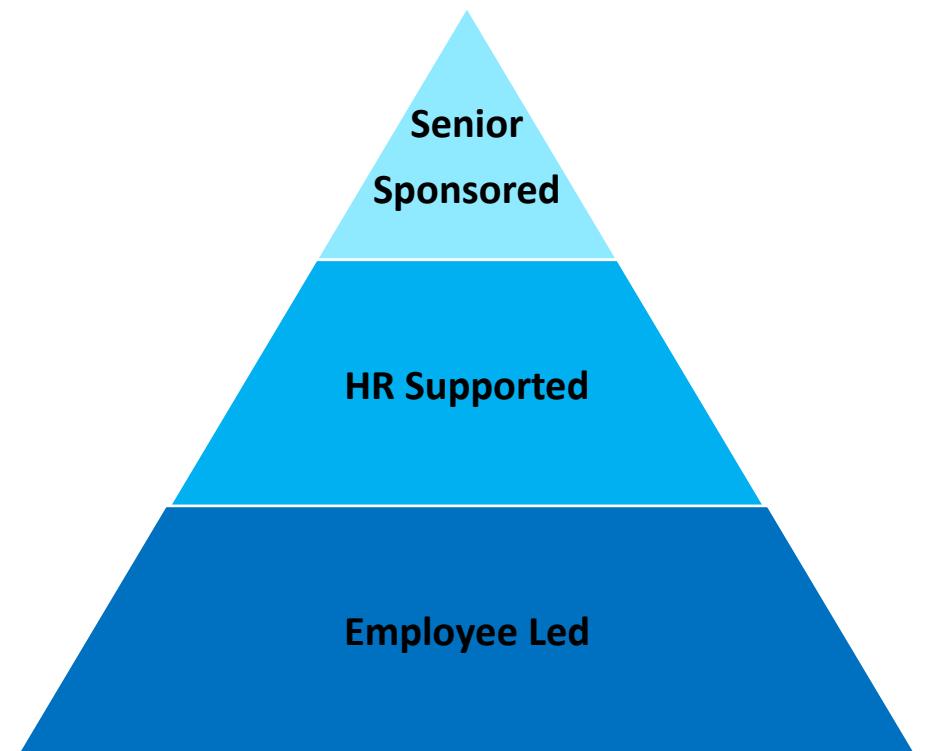
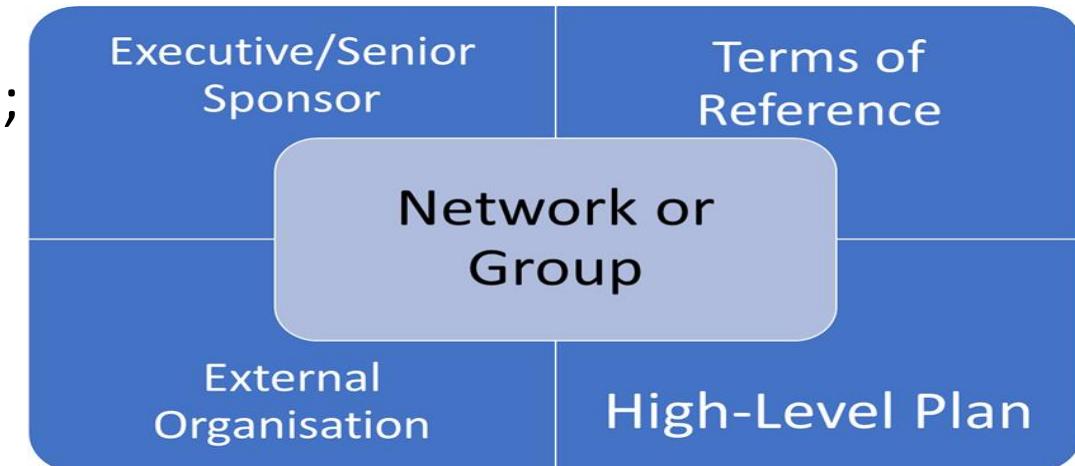
Sellafield Deaf, Hearing Loss & Tinnitus Network

Mental Health Champions Network (MHCs)

Domestic Abuse Contacts (DACS)

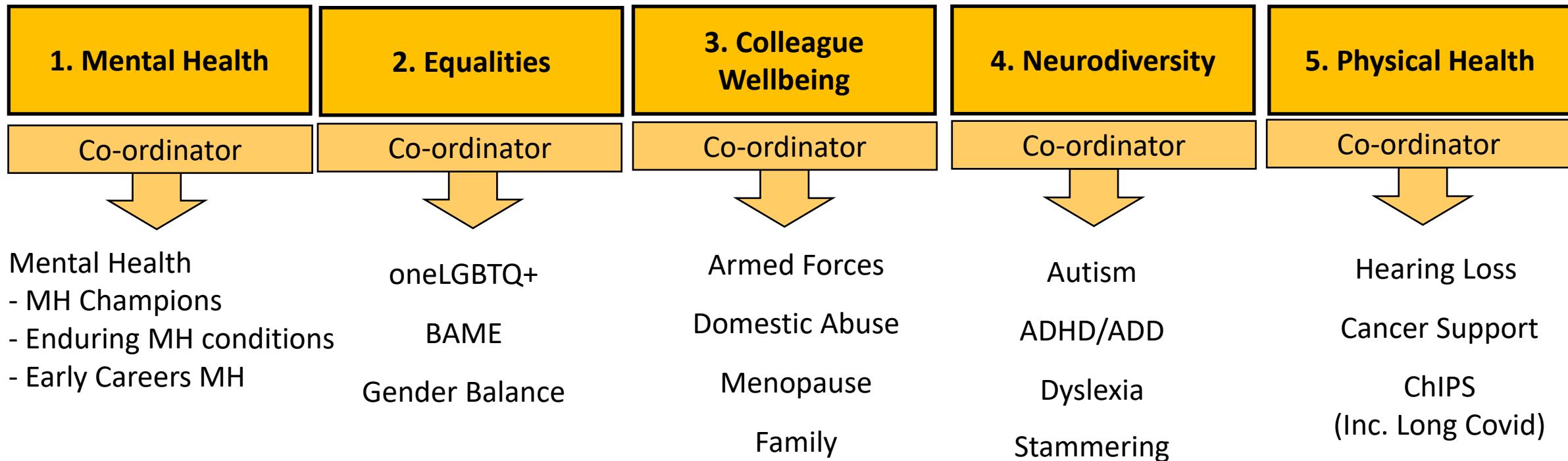
Family Network

ADHD/ADD Network



Network Alignment

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



Workplace Chaplaincy

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) 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...

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- 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