



VISIBLE SENIOR FEMALE ROLE MODELS

Encouraging more young women to join the field and supporting them to senior positions as they climb the career ladder.

nationalgrid

SUPPORTING AND CELEBRATING FEMALE TALENT

While acknowledging that the energy industry has room for growth, National Grid is doing a great job encouraging more young women to join the field and supporting them to senior positions as they climb the career ladder.

One key factor in this is the work of 'Women in National Grid' (WiNG), established several years ago to support women within the company through networking, practical advice and training. WiNG is run by a committee that includes an Executive Sponsor and Chair, plus a number of volunteers. For 2018-19, its aim is to produce a data-driven strategy on diversity and inclusion that is:

- » Aligned with the purpose, vision, values and strategic priorities of National Grid
- » Championed from the top but driven by every level of our organisation.

National Grid tracks data, reports externally and internally, monitors employee experiences and looks at barriers to entry, promotion and retention. The strategy sets clear aspirations for the future and identifies specific initiatives to bridge the gap between these aspirations and its current baseline.



"WiNG's ambition is to promote the professional development of women, attracting and creating a network of talent to enable National Grid to deliver its strategic priorities and bring energy to life."

Alan Foster, Chief Financial officer and Executive Sponsor of WiNG

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"Being inclusive takes all of us, from all backgrounds; to work together to make sure we get the best out of each other."

**Susan Robson,
Principal Consultant,
Chair of WiNG**

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CHELSEA

In June 2018, WiNG marked International Women in Engineering Day by awarding National Grid's own Chelsea Malcolm, Terminal Assistant Engineer at Grain LNG, with 'Female Engineer of the Year' for her outstanding initiative and skill in her role.

She was peer nominated with a glowing review by her manager, Aidan Bridger, and it is very clear that Chelsea is highly respected at Grain LNG. She is described as 'a natural leader', somebody who 'shines in a male dominated field' and 'a subject matter expert' whom her peers go to for advice.

With statistics showing that only 24% of STEM graduates in the UK are female, Chelsea is a shining example of what female engineers are capable of, and Grain LNG is lucky to have her on board.

"I feel incredibly appreciated by my team and hope that my other female engineering colleagues feel equally valued. I believe National Grid is working very hard to encourage more women into STEM fields, and I hope the numbers keep rising!"

Chester Malcolm, Terminal Assistant Engineer at Grain LNG

CLAIRE

Retaining and developing women to reach senior positions is also an important focus. 17 years ago, Claire Spedding joined the Graduate Training Scheme at National Grid (then 'Transco') and has since worked her way up to the position of Balancing Programme Director, making her one of the most senior women in the sector.

Claire's career highlights include representing National Grid in the London 2012 Olympics control room and delivering multi-million pound revenue opportunities. She says *"I feel it is my duty to repay some of that fortune and fight for equality for young women early on in their career"*. She takes a specific interest in talking to women returning from maternity leave.

"The single most significant up-skilling that has made me who I am is learning how to coach properly. I really believe this turned me from a good manager to a great leader."

*Claire Spedding,
Balancing Programme
Director.*

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"Since Chelsea paved the way for female engineers at Grain LNG, we have seen many more come through the assessment centres and today we have two other female apprentices who are both doing very well." Aidan Bridger, Terminal Engineer

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POWERful Women

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