



SPOTLIGHTING GOOD PRACTICE

Mentoring for inclusion and growth

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When my mentee opened up about her challenges, it felt like looking back to the beginning of my career. And in helping her, I was also helping me.

That's the power of the Women in Nuclear (WiN) mentoring programme. I joined as a mentor, hoping to support another woman navigating a career in a still male-dominated industry. What I discovered was that mentoring is never one-way – it's about growing together.

Through the programme, I've been matched with a mentee from the nuclear sector. Together we've shared experiences, explored challenges, and built strategies for resilience. Along the way, I've gained new insights into my own career journey and leadership style, as much as I've given guidance.

EDF has also invested in reverse mentoring, where colleagues from ethnic minority backgrounds mentor senior leaders across Nuclear Operations. This has opened space for honest conversations, built cultural

intelligence, and encouraged leaders to design inclusion into everyday decision-making.

The impact has been significant. Female talent and colleagues from underrepresented backgrounds are growing in confidence and visibility, while leaders are deepening their understanding of lived experience and actively breaking down barriers. Personally, being a mentor has helped me reflect on my own career journey, the challenges I've faced, and the support I've had along the way. It has strengthened my leadership skills and expanded my network across the sector.

What I value most is the sense of community these programmes are building. They remind us that mentoring is not just about individual development, but about shaping a culture where inclusion is real, practical, and shared.

