

**3 July 2026**

**City Central at the HAC, London**

# **Women in Utilities AWARDS 2026**

Brought to you by:

**UtilityWeek**

**WUN**  
womans utilities network

## **ENTRY GUIDE**

## **CHAMPIONING DIVERSITY & INCLUSION IN UTILITIES**

[www.womeninutilitiesawards.co.uk](http://www.womeninutilitiesawards.co.uk)

# CELEBRATE WOMEN IN UTILITIES

Shine a spotlight on the achievements of women across the utilities sector, the allies and mentors supporting and championing them, and the companies setting them up for success.

This year, we're delighted to introduce three new categories to recognise the realities of the sector today by celebrating the women who advance innovation and speak up for fairer and more inclusive workplaces. New to the 2026 category line up are Technology Champion, Frontline Excellence Award and #SpeakUp Award, which has been introduced to recognise companies and individuals truly embracing WUN's #SpeakUp Campaign values.

Whether it's you stepping into the limelight or nominating a deserving colleague, this is an opportunity to honour achievements, break barriers, and shape the narrative of women in utilities.

[START YOUR ENTRY/NOMINATION](#)



# CATEGORIES AT A GLANCE

The **Women In Utilities Awards** are a tribute to the remarkable achievements of women in the utilities sector and the organisations and individuals that champion them.

Brought to you by:

**UtilityWeek**  
Transform with confidence

**WUN**  
womans utilities network



 <b>#SpeakUp Award</b> <small>NEW</small>	 <b>Women's Network of the Year</b>	 <b>Allyship Award</b>	 <b>EDI Initiative of the Year</b>	 <b>Community Outreach Award</b>	 <b>Mentor of the Year</b>	 <b>Frontline Excellence Award</b> <small>NEW</small>	
 <b>Business Champion</b>	 <b>Technology Champion</b> <small>NEW</small>	 <b>Apprentice of the Year</b>	 <b>Graduate of the Year</b>	 <b>Rising Star</b>	 <b>Returning Star</b>	 <b>Best Employer for Women</b>	 <b>Woman of the Year</b>

# WHY ENTER/ NOMINATE

[START YOUR ENTRY](#)

“The Women in Utilities Awards are more than a celebration - they’re a movement. Recognising the women who are driving innovation, leadership, and transformation in utilities is essential to building a more inclusive and future-ready sector. We’re proud to continue this partnership and celebrate the talent shaping our industry.”

*Ellen Bennett, Portfolio Director, Utility Week*

## WHY ENTER?



### Professional development

Elevate your profile, or the profile of a colleague. The awards are a **testament to dedication, expertise, and commitment** to delivering exceptional results.



### Inspire action

Serve as an inspiration to women in the industry by **contributing to a culture that values and celebrates the success of women** in traditionally male-dominated fields.



### A year of positive PR

**Gain exposure among thousands of utility industry professionals.** The awards provide a platform to showcase your achievements and open new doors.



### Organisational prestige

Boost the reputation of your organisation by **showcasing the talent, innovation, and leadership of women across all functions of the business**



### Champion progress

Inspire others with ground-breaking initiatives and **contribute to the industry's continuous improvement.**

# GET NOTICED

Making the shortlist showcases your commitment to change. All finalists receive coverage across Utility Week's and Womens Utilities Network's most influential channels, earning recognition from thousands of utilities professionals from across the supply chain.

**Combined newsletter  
subscribers:**

1,500

**Combined average  
monthly website visitors:**

40,000

**Combined social  
following:**

41,000

**“** If you truly support diversity, you need to speak with actions. Supporting the Women in Utilities Awards is a critical part of driving change and levelling the playing field for colleagues, friends, and family.

- WIUA25 Attendee

[\*\*START YOUR ENTRY\*\*](#)

# ENTRY PROCESS

Successful entries should demonstrate ambition, creativity, and measurable impacts achieved over the preceding 12 months.

Category-specific criteria should include details of quantifiable impact wherever possible. Entries must avoid focusing on routine business activities and should provide clear evidence of efforts surpassing regulatory incentives or targets.

## Pricing:

Non-Utility Week member rate: £199 +VAT (per category)

Utility Week member rate: £179 +VAT (per category)

*Find out if you're a Utility Week member here*

## Who can enter

Entries for all categories are open to all utilities and their supply chain partners and stakeholders.

### Enter in 4 simple steps

- 1 100-word project summary for publication in a finalists' brochure if shortlisted
- 2 Outline the specific piece of work, team or individual you are entering
- 3 Tell us your story – why you should win the category, based on the criteria
- 4 Key statistics to support your submission, listed as bullet points or testimonials

# KEY DATES

## 19 March - Entry Deadline

Start your entry today and come back to it anytime before the deadline to make any tweaks or final touches.

[START YOUR ENTRY](#)

## 28 April - Judging Day

Expert judges come together to discuss, debate, and evaluate each entry to decide the 2026 shortlist and winners.

## 30 April - Shortlist Announced

We'll be in touch to let you know the results of your entry.

## 3 July - Awards Ceremony

The winners will be revealed during the live ceremony, taking place at **City Central at the HAC, London**

[RESERVE A TABLE](#)

# SCORING YOUR ENTRY

## SCORING CRITERIA

**RATING: OUTSTANDING**  
**SCORE: 9-10**

Entry clearly demonstrates how an individual, company or policy is transforming the utilities sector and driving inclusivity by showcasing and presenting how the person, company or policy has created genuine lasting change. Data and supporting evidence provide a compelling case for how it is/ they are driving the industry forward and/or how an individual is going above and beyond in their role to truly support women in utilities.

**RATING: STRONG**  
**SCORE: 7-8**

Entry outlines the impact being made in the utilities industry and shows a commitment to improving inclusivity for women. Supporting evidence shows how the company, person or initiative are contributing to the industry and delivering change.

**RATING: SATISFACTORY**  
**SCORE: 5-6**

Entry provides an adequate description of the impact made by the company, person or initiative, showing how it could contribute to industry-wide change through data/ supporting evidence.

**RATING: LIMITED**  
**SCORE: 3-4**

Entry provides basic information about the project, person or initiative, but lacks clear detail on how it is creating lasting change to inclusivity in the utility industry. Data/ supporting evidence provides a basic overview of the initiative, company, or individual.

**RATING: WEAK**  
**SCORE: 1-2**

Entry lacks clear detail or evidence to showcase the specific merits and impact of the person, company or initiative. There is little to no data or supporting evidence to demonstrate how the individual is going above and beyond or how initiatives are leading to tangible change in the industry.

## The judging process

1

Our esteemed judges thoroughly review all entries and evaluate them based on the given criteria.

2

Entries that pass the initial stage proceed to a dedicated category group evaluation, where expert judges in the respective field engage in discussions and debates. This collaborative process leads to the final selection of the 2026 shortlist and winners.

# THE 2026 JUDGES



[MEET THE JUDGES](#)

# CATEGORIES & CRITERIA

## #SpeakUp Award

NEW

This award **recognises an individual, team or organisation that has championed the values of the WUN #SpeakUp campaign to create a safer, more respectful and inclusive workplace by changing unwanted behaviours and inspiring positive cultural change.**

This award is open to individuals or teams working in the utilities industry that can demonstrate success in #SpeakingUp which has resulted in improved workplace culture between March 2025 and March 2026.

Entries for this category should show evidence of:

- Speaking up against inappropriate or exclusionary behaviour
- Amplifying others' voices, ensuring colleagues feel heard and supported
- Implementing initiatives, policies, or practices that make speaking up easier and safer
- Measurable or visible improvements in workplace culture, inclusion, or employee confidence

[SEE FULL CRITERIA](#)

## Women's Network of the Year

This award **celebrates a network that champions women and gender diversity.** It highlights the supportive work of internal women's networks and their ability to drive change, provide a safe space and lobby for policies that make a tangible difference to women in the workplace.

This category is open to all women's networks in organisations that operate within the utilities industry. The project, initiative or network must have been operating at some point between March 2025 and March 2026.

Entries for this category should show evidence of:

- A well-formed and supportive women's network in the utilities sector
- A clear objective for the initiative, project or network
- Lasting impact or ability to develop further
- Positive results in a team, business or industry

[SEE FULL CRITERIA](#)

## Allyship Award

The support of allies is a critical component of delivering lasting cultural change in utilities. **This category seeks to recognise a man who has gone above and beyond the call of duty, supporting female colleagues, addressing gender imbalance and materially contributing to the success of women in the industry.**

This category is open to all organisations operating in the utility industry and the individual should be working in the organisation and in the utilities industry between March 2025 and March 2026.

Entries for this category should show evidence of:

- A supportive ally who champions women in the organisation
- A commitment to supporting women in the wider industry
- A proactive approach to championing women
- How their support has created practical and long-lasting change in the organisation or wider industry

[SEE FULL CRITERIA](#)

# CATEGORIES & CRITERIA

## EDI Initiative of the Year

EDI is essential to the future of the utilities industry as companies seek to evolve their business models and deliver a sustainable and reliable service to customers. **This award highlights an initiative at a site, company or an industry-wide campaign which has resulted in improving equity, diversity and inclusion.** This entry could refer to an onsite initiative, a company policy or industry wide change.

This category is open to all organisations and joint ventures working in the utilities industry which can demonstrate success in EDI initiatives between March 2025 and March 2026.

**Entries for this category should show evidence of:**

- A clear purpose and objective, solving a critical problem
- Consideration of different socio-economic backgrounds, ethnicities, sexualities, abilities, neurodivergence and gender identities
- Lasting impact or ability to develop further
- Positive, tangible results in a team, company or industry

[SEE FULL CRITERIA](#)

## Community Outreach Award

Giving back to the community, supporting the next generation and actively promoting the sector is critical as utilities seek to reshape the way they work with customers, communities, schools, colleges and universities. **This category awards an individual, team or company which has gone above and beyond to engage with local communities and encourage girls into STEM, promote the utilities industry and/or support women in the local area.**

This category is open to all organisations operating in the utilities industry. The entry should have one lead organisation but may also provide details of other relevant partnering companies involved. The community outreach project should have been operating at some point between March 2025 and March 2026.

**Entries for this category should show evidence of:**

- A clear purpose, objective and target group
- Genuine change and support to the group
- A lasting impact or ability to develop
- Positive results in a community

[SEE FULL CRITERIA](#)

## Mentor of the Year

As utilities seek to improve gender diversity, the support of strong role models is critical. **This category recognises an outstanding mentor to women who takes a proactive approach to support and advise women within an organisation or wider industry.**

This category is open to entries from anyone working in the utilities industry who regularly and successfully mentored at least one individual between March 2025 and March 2026.

**Entries for this category should show evidence of:**

- A mentor who is supporting women at an organisational and/or sector level
- A proactive approach to mentoring women in the industry
- Helping their mentee progress in their career or overcome a challenge
- How their support has created practical and long-lasting change in the organisation or wider industry

[SEE FULL CRITERIA](#)

# CATEGORIES & CRITERIA

## Frontline Excellence Award NEW

While all areas of the utilities industry face a challenge around diversity, this is particularly true in field operations. Here, the role of female leaders in changing traditional ways of working and paving the way for a more equal workforce is critical. **This category recognises a woman delivering outstanding work in field operations and providing an inspirational role model for the next generation.**

This category is open to all types of organisations operating in the utility industry. The woman should have worked in field operations in the utilities industry between March 2025 and March 2026

**Entries for this category should show evidence of:**

- An individual who has improved inclusivity, safety or similar for women on site
- An outstanding woman working in field operations
- A positive role model for the industry
- A clear contribution to project, team or business success

[SEE FULL CRITERIA](#)

## Business Champion

This award recognises and honours an exceptional woman whose work exemplifies dedication, excellence, and impact in the utilities sector's back-office functions.

This award is open to an individual working in functions including but not limited to: finance, administrative support, customer service, HR, compliance and more for a utility network or retailer or in a company/division of a company that operates in the UK utilities industry between March 2025 and March 2026.

**Entries for this category should show evidence of:**

- An individual who has gone above and beyond their job role
- An outstanding woman with clear expertise in their field
- A valuable contribution to project, team or business success
- A positive role model for the industry

[SEE FULL CRITERIA](#)

## Technology Champion NEW

This award celebrates an outstanding woman who has truly embraced technology, digital transformation, BIM, digital engineering AI and more to make a transformative difference on a project or to a team or business.

This award is open to an individual working in a digital role in any department of a utility retailer or network, or the wider supply chain between March 2025 and March 2026.

**Entries for this category should show evidence of:**

- An individual who has gone above and beyond their job role
- An outstanding woman with clear expertise in the technology and digital field
- How the individual's contribution and innovative use of technology has added a valuable contribution to project, team or business success
- A positive role model for the industry

[SEE FULL CRITERIA](#)

# CATEGORIES & CRITERIA

## Apprentice of the Year

Apprenticeships offer an entry point to learn and develop on the job, establishing a diverse talent pool, which is critical to the future of the utilities industry. **This award celebrates an outstanding apprentice who is making waves in their early career in utilities and exceeding all expectations.**

This category is open to entries for an individual who is, or was, in any apprenticeship training scheme and employed by utility company, or a division of a company which operates in the utility industry, at some point between March 2025 and March 2026.

**Entries for this category should show evidence of:**

- An individual who has gone above and beyond their job role
- An outstanding woman with clear expertise in their field for their level and experience in the industry
- A valuable contribution to project, team or business success
- Early signals of a future leader

[SEE FULL CRITERIA](#)

## Graduate of the Year

Recruiting fresh talent into the industry is crucial to overcoming the skills gap. **This award celebrates an outstanding woman graduate who has exceeded all expectations since joining the sector and is going above and beyond their job role to add value to their organisation and/or the industry more widely.**

This category is open to entries from an individual who graduated from university in or after 2023 or is, or was, part of a graduate scheme between March 2025 and March 2026, at a utility company or company operating in the utilities industry.

**Entries for this category should show evidence of:**

- An individual who has gone above and beyond their job role
- An outstanding woman with clear expertise in their field for their level and experience in the industry
- A valuable contribution to project, team or business success
- Early signals of a future leader

[SEE FULL CRITERIA](#)

## Rising Star

The future of the industry is in the hands of the next generation. **This award is open to any woman who has worked in the utilities industry for fewer than five years and demonstrates huge potential, while making a significant contribution to their organisation and to the industry as a whole and demonstrating an ongoing commitment to innovation.**

This category is open to any woman who works at a utility or company supplying utilities or operating in the industry and has worked in the utilities industry fewer than 5 years.

**Entries for this category should show evidence of:**

- An individual who has gone above and beyond their job role
- An outstanding woman with clear expertise in their field for their level and experience in the industry
- A valuable contribution to project, team or business success
- Early signals of a future leader

[SEE FULL CRITERIA](#)

# CATEGORIES & CRITERIA

## Returning Star

This award celebrates an individual who has returned to work after a career break for any reason and has demonstrated an outstanding contribution to their organisation and/or the wider industry since their return, exceeding expectations and making a real impact.

This award is open to any woman who joined, or re-joined, the utilities industry following a career break of over 6 months within the last 5 years. They must work at a utility network, retailer, supplier or for an organisation that operates in the utility industry.

**Entries for this category should show evidence of:**

- An individual who has gone above and beyond their job role with clear achievements in their career since returning to work
- Clear expertise in their field for their level and experience in the industry
- A valuable contribution to project, team or business success
- Making a clear impact since returning to the company or joining the industry

[SEE FULL CRITERIA](#)

## Best Employer for Women

This category highlights a company which has inclusion and diversity deeply embedded in its culture; values the benefits of a diverse workforce; and has implemented policies to remove barriers and encourage the development of women.

This category is open to any utilities or companies operating within the utilities industry. When entering this category, please select the appropriate category for your organisation - Under 500 employees or Over 500 employees.

**Entries for this category should show evidence of:**

- Going above and beyond to create an inclusive and welcoming working environment for women
- Clear commitment and support from a senior leadership level
- Inclusive values and policies
- Tangible change and evidence of success such as minimising the pay gap, increasing recruitment and retention of women etc.

[SEE FULL CRITERIA](#)

## Woman of the Year

Our flagship award recognises an outstanding senior leader who over the course of her career has contributed materially to the success of her own organisation and/or the wider industry and provided an inspirational role model for women in utilities. This category is open to any woman working in or with the utilities industry.

**Nominations for this category should show evidence of:**

- An outstanding career with personal influence on business or industry success/change
- Proven leadership and an outstanding track record of delivery within an organisation and the wider industry
- An ongoing record of active support for women within an organisation and/or the wider industry
- An inspirational role model for the next generation of women in utilities

[SEE FULL CRITERIA](#)

# Women in Utilities AWARDS 2026

**DEADLINE TO ENTER:  
19 MARCH**

**START YOUR ENTRY**

“

**“There is a huge amount of value in networking at events like this because there is so much depth of experience in the room, so much understanding of the challenges faced, and so many ideas about how and where to improve. It's fantastic to see everyone in one room, sharing in these perspectives and working to understand different viewpoints.”**

*WIUA25 Attendee*

**3 July 2026**

**City Central, HAC, London**

Brought to you by:



The Womens Utilities Network (WUN) is a community of women in utilities who connect, support, develop and encourage one another.  
[www.thewun.co.uk](http://www.thewun.co.uk)



Utility Week provides news, analysis, and live events and networking opportunities to empower utilities in a dynamic industry.  
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