

Equity, Diversity and Inclusion

A year in review
2025



Introduction

Our Equity, Diversity and Inclusion (EDI) Strategy to 2030 supports our IET Strategy 2030, as well as our institutional values and behaviours.

They demonstrate our commitment to providing equal opportunities for all and highlight that we value everyone we work with.



By delivering equity, diversity and inclusion across the IET and in the profession we represent, we will advance excellence in engineering a better world.

Our EDI Strategy encompasses work with and for our members, volunteers, colleagues and the wider engineering and technology community.

Our key 2025 focus areas were



Disability



Gender

Our 2025 progress areas included



Race and ethnicity



LGBTQ+



Social mobility



Measuring progress



Partnerships

We publish our EDI Year in Review annually, as part of our commitment to publicly reviewing our EDI activities and progress. This provides us with an opportunity to:

1

communicate our commitment to improving EDI within our workplaces, membership, the work we deliver and the profession we are proud to represent

2

review and monitor our EDI progress, highlighting what has gone well and what we need to do better or more of

3

report our EDI achievements, providing evidence of our activities, reach and impact

4

further engage colleagues, volunteers, members and the wider community in our EDI work

5

continue to position ourselves as a leader in EDI within the engineering and technology sector.

2025 highlights

“

We were delighted to rank in the upper quartile among 44 participating organisations.”



2025 was a busy and exciting year for the IET, and we made many positive strides towards advancing Equity, Diversity and Inclusion (EDI) across the organisation.

In February, we proudly welcomed WISE (Women into Science and Engineering) into the IET community, further strengthening our collective efforts towards achieving gender parity in STEM. Visit page 4 to see our 2025 highlights from WISE.

Throughout Q1, we collaborated with colleagues across the organisation to undertake the Royal Academy of Engineering and Science Council's Progression Framework assessment. Our results were submitted in April, and our progress across all areas of the organisation, from Membership and Professional Registration to marketing and communications, was benchmarked against other organisations in the sector. We were delighted to rank in the upper quartile among 44 participating organisations. Find out more about how we measured up on page 7.

We published our new 2025 to 2030 EDI strategy, setting out our key EDI priorities for the next five years, including disability and gender inclusion in STEM. You can learn more about our updated strategy on page 2.

Throughout the year, we conducted research into the lived experiences of disabled engineers and technologists, culminating in our *Disability in Engineering and Technology* report, to be published in early 2026.

Read our key findings and suggested actions for positive change on page 6.

We continued our participation in the APPG for Diversity in STEM, where we shared feedback and contributed to roundtable discussions on successful EDI strategies and diversity data collection.

And finally, for the first time in IET history, we introduced nominations for the Young Woman Engineer (YWE) of the Year awards, enabling us to reach and celebrate even more exceptional women in the sector. In December, we proudly crowned our 2025 Young Woman Engineer of the Year, Jennifer Barry—learn more about Jennifer and her fellow award winners on page 8.

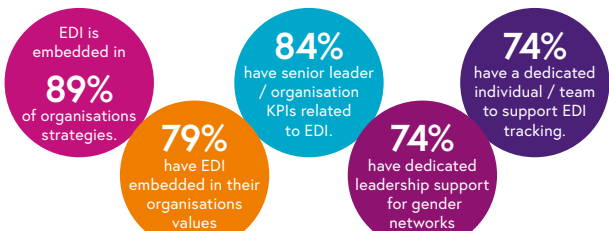


WISE 2025 highlights

The WISE team joined the IET proactively, with lots of activities taking place in 2025. Here are just a few highlights.

- We shared 'Why equity, diversity and inclusion matter', a document full of information and statistics demonstrating why EDI should be a priority for STEM organisations.
- We explored equity in university applications with the Massachusetts Institute of Technology (MIT) and worked with University of West England (UWE) Bristol to increase the number of girls who undertake a STEM degree apprenticeship. Learn more about these projects and others [here](#).
- In November, we held our Measuring Progress Event, an annual benchmarking event bringing together WISE members who undertake our Gender Equity Framework diagnostic to discuss common themes, share good practice and network. You can see some of the results we shared with our members below:

EDI is embedded within the vast majority of organisations



www.wisecampaign.co.uk

My Skills My Life

WISE's My Skills My Life outreach tool empowers young people, especially girls, to explore STEM careers through an evidence-informed career personality quiz and provides access to over 1,200 inspiring women role models.

Since 2018, My Skills My Life outreach sessions have been delivered in over 1,000 schools across the UK and featured at events like Girl Guide STEM days and the Big Bang Fair.

In June 2025, we trained over 50 young women Amazon Scholars at the Royal Academy of Engineering, equipping them to share their STEM journeys and inspire the next generation of the STEM pipeline.



WISE member events

WISE delivered 12 events throughout 2025, including member events, open webinars and the annual WISE Awards in February and Conference in September.

Member events this year explored subjects such as supporting neurodivergent talent, increasing representation of women in STEM leadership and creating fertility-friendly workplaces.

We had the pleasure of our Royal Patron, Her Royal Highness The Princess Royal in attendance at the Awards to hand out prizes to our winners and finalists.

The WISE Conference offered 13 empowering and informative talks or panel sessions to 165 attendees, including a keynote speech from Dr Athene Donald, and topics including inclusive gaming, effective outreach and tackling bias.



EDI in Education

It's been a truly exceptional year for Education at the IET, with engagement in our programmes reaching new heights.

During the 2024/25 academic year, we proudly delivered 310 Faraday Challenge Days across the UK, an additional 82 sessions from the previous year, involving 740 schools and 10,152 students –fantastic to see. Not only this, but almost half of the participating students were girls, and 35% were from under-privileged schools*.

More students than ever before also took part in our *FIRST*® LEGO® League (FLL) programme across the UK and Ireland, with an incredible 10,041 teams equating to a total of 66,605 students getting involved. 2025 was also our most inclusive year yet for FLL, as our partnership with Bristol Braille Technology and other new accessibility features enabled more students with disabilities to take part. The final stage of the competition, the *FIRST*® LEGO® League International Open, was held in the United States on 11 October 2025, where an all-girl team from Bracknell named The RealTech Bots were crowned champions.

Their award-winning innovation was The pH Wanderer – a solar-powered, autonomous system that monitors ocean acidity in real-time to help protect marine life. It's all part of this year's theme, **SUBMERGEDSM**, which challenged teams to explore ocean health and human impact.

Team coach, Sellami Meliani said: "Winning the title is incredible, but watching the team grow has been the real reward." Another winning team included Yorkshire's Incredilegos, from Bradford Grammar School, who were awarded second place in the Innovation Finalist Award.

Our Senior Education Manager for *FIRST*® LEGO® League UK and Ireland, Hannah Rees, summed it up perfectly:

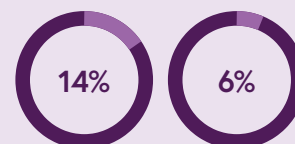


"*FIRST*® LEGO® League is an inspiring STEM robotics and coding programme that champions equity, diversity and inclusion. It provides accessible opportunities for students of all abilities, including those who use mobility aids or who are blind or partially sighted, to participate, collaborate, and succeed. I'm thrilled that all-girls team RealTechBots not only competed against 96 teams from 11 countries but also won the coveted Champions Award. Their success sends a powerful message to young women everywhere: you belong in STEM."

Disability in Engineering and Technology



but only 14% of engineers and 6% of technologists.



We wanted to know why, and what we could do to change this.

We undertook research into the experiences of disabled people in engineering and technology, exploring the barriers and enablers to disability inclusion in the sector. In 2026, we will publish our findings and share recommended actions for positive change via our Disability in Engineering and Technology report.

This work was an extension of our 2023 research into the experiences of neurodivergent engineers and technologists, but focused on physical disabilities and long-term conditions.

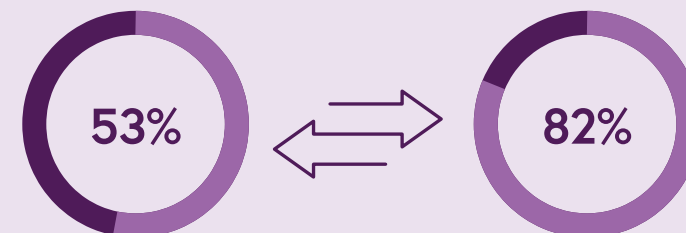
We gathered data through a series of focus groups and interviews with three stakeholder groups:

- Disabled engineers and technologists
- Line managers in the sector with experience supporting disabled team members
- HR teams at engineering and technology organisations who have worked on disability inclusions policies and procedures.

Our aim was to gain a comprehensive overview of all the factors that contribute to a disabled person's experience at work.

Key findings

Employment gap: the employment rate for disabled people is 53%, compared to 82% for non-disabled people. Closing this gap could boost the UK economy by £17bn annually.



Human rights: Workplace inclusion issues arise often not from a lack of information, but a lack of clear accountability and consistent implementation.

Accountability: The human rights of disabled people often fall below profits in terms of priorities for engineering and technology organisations. One participant said disability inclusion is "not a number that can be quantified and therefore it's not a priority for companies."

Impact: Disabled engineers and technologists face a "disability tax": extra emotional and time burden required to navigate inaccessible workplace and societal systems.



Our Disability in Engineering and Technology report will be published in early 2026

Measuring our progress

EDI Progression Framework:

We took part in the EDI Progression Framework assessment and benchmarking exercise alongside 44 other STEM organisations and institutions.



What is the Progression Framework?

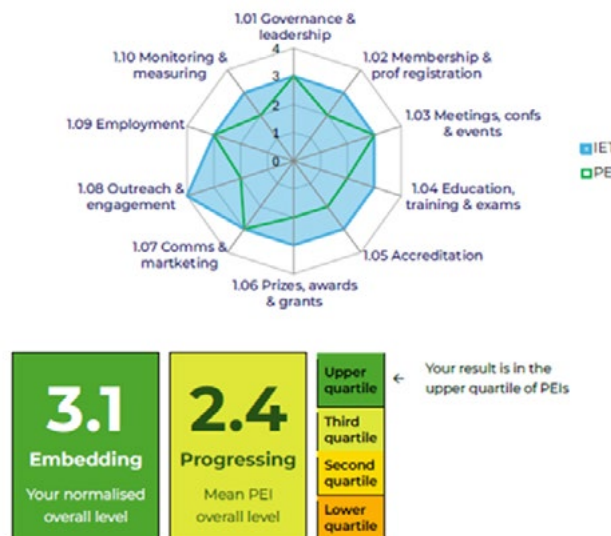
Created by the Royal Academy of Engineering and the Science Council, the EDI Progression Framework is a tool that enables organisations to undertake a structured assessment of their EDI progress across all areas of a professional body – from marketing and communications to professional registration and memberships – and provides an insight into where the organisations sits in comparison to their competitors in each of these areas.

To learn more about the Progression Framework and how the assessment is carried out, [click here](#).

How did we do?

We were delighted to see continued progress in our results, falling within the upper quartile of participating organisations, a reflection of our continued hard work to ensure EDI is embedded across every part of the IET.

Our results in each area can be seen in figure 1 below.



Our strengths

We outperformed the median score of participating organisations in 6 areas, including outreach and engagement, prizes, awards and grants, and accreditation.

Feedback on our assessment stated:

"You have strong coverage of criteria across the Progression Framework, reaching level 4 Embedding maturity in outreach and engagement, and level 3 Progressing in all other areas. The breadth of action already taken across governance, employee engagement, communications, and structural accessibility suggests you are operating close to level 4."

Areas for growth

We outperformed the median score of participating organisations in 6 areas, including outreach and engagement, prizes, awards and grants, and accreditation.

- 01 Improved diversity data collection and storage, which will be enabled through our new CRM system.
- 02 more intentional and consistent engagement with multiple diversity groups during strategy development, planning and decision-making.

 You can view the full 2025 results report [here](#).

Meet our Young Woman Engineer of the Year 2025 award winners

In December 2025, we were very proud to announce the award winners for our annual Young Woman Engineer of the Year awards. Learn more about them and the fantastic work they're doing below.

Young Woman Engineer of the Year 2025: Jennifer Barry



"I'm motivated by my background in astrophysics and my love of problem solving, which helps me turn novel and ambitious ideas into reality."

Jennifer represents the UK internationally on space sustainability. She has led UK delegations to the United Nations Committee on the Peaceful Uses of Outer Space (COPUOS), and presented at the UN, and contributed to the ESA's Zero Debris initiative.

Her work as the Payload Systems Lead at the UK Space Agency involves technical insight, assuring quality standards, leading research and development initiatives, and project management.

She has also found time to co-lead a team delivering over 530 hours of STEM outreach to students, earning her an invitation to the Youth in Aviation and Aerospace parliamentary reception at the House of Lords.

Women's Engineering Society (WES) Prize winner: Amy Dillon



"I absolutely love what I do, and I really enjoy that I get to be creative, and I get to do things that change the world."

Amy is a bridge builder - quite literally! As a Civil Engineer managing multi-million pound infrastructure projects, she has been integral to many critical infrastructure projects, including

the Northern Spire bridge in her hometown of Sunderland. She's also the brains behind The Big Bridge, the STEM outreach initiative that brings a 13-metre-long buildable bridge to schools and community events across Northern Ireland and Ireland. It has reached around 4,000 students to date, with a focus on introducing girls from less advantaged backgrounds to engineering via hands-on experiences.

Mary George Memorial Prize winner: Rachel Donaghey



"I'm driven by my passion for safety, inclusion, and making a meaningful impact."

Rachel is someone who drives strategic improvements. In the two roles she has held at NATS, she has redesigned workflows that streamlined the safety and assurance process by 50%, developed new guidance,

enhanced collaboration, and supported consistency. She works closely with project teams to ensure operational safety in a 24/7 environment, planning and overseeing new systems, equipment, and software in and out of service. As someone with dyslexia, she is proud to have proved to herself and others that she is capable of excelling in a space she once felt excluded from.

Gender Diversity Ambassador Award winner: Vince Pizzoni



Vince Pizzoni has mentored and sponsored thousands of engineers in his 40+ year career. He has made it his mission to inspire future generations into STEM, Engineering, Tech, and Energy careers.

Vince is a Trustee/Non-Executive Board member and Ambassador for organisations

including Male Allies UK, the Women in Engineering Society, Female Leaders in STEM Subjects, POWERful Women, MyBigCareer, a charity providing career guidance to students from disadvantaged backgrounds and the South Shropshire Multi-Academy Trust. He mentors top businesswomen from Ukraine in the Progressiya initiative, and for the Cajigo group where he works to inspire women in technology.

He has been widely recognised for his allyship, receiving the Davidson Medal 2024 from the Institute of Chemical Engineers (IChemE) and the Men as Allies 2024 Award from the Women's Engineering Society.

Could you see yourself or a colleague here? Applications for our 2026 YWE awards will open on 8 March, nominate or apply [here](#).

2025 Monthly Highlights

January

Our EDI Board met virtually to discuss our 2025 to 2030 EDI strategy.

We celebrated World Braille Day by sharing information on the Braille alphabet and how to learn with colleagues.

Our EDI Manager delivered a neurodiversity training session to colleagues at WISE, sharing learnings from our 2023 research report.

Internally, we held our first EDI Committee meeting of 2025.

Our team in Hong Kong celebrated Spring Festival, marking the end of the Year of the Dragon and welcoming the Year of the Snake which is said to bring wisdom, renewal and transformation.



February

We began data gathering for our 2025 EDI Progression Framework submission, meeting with representatives across the organisation from each of the key assessment areas.

We reviewed our Disability Confident Level 2 action plan and evidence, ensuring we continued to meet the criteria for our status of Disability Confident Employer.

The annual WISE Awards took place at IET London: Savoy Place, with HRH Princess Royal, WISE Patron, in attendance to present awards to the winners.

We continued our work alongside EngineeringUK, BCS, WES and the Royal Academy of Engineering on gender and young people's pathways into the sector.

Internally, we recognised LGBTQ+ history month via a series of blogs on topics including the history of the Stonewall uprising and the origins of LGBTQ+ Pride flags.



March

We featured in the Guardian supplement, Media Planet, in a piece on why women are leaving engineering and technology. [Click here to read it.](#)

To mark Neurodiversity Celebration Week, we shared two '[day in the life](#)' blogs on EngX from members of our Neurodiversity Member Network, along with an [interview with neurodivergent IET volunteer](#), Beverly Gibbs.



Chair of our EDI Board, Katy Deacon, attended and presented at the Royal Academy of Engineering D&I annual conference.

Our EDI Manager delivered a session on neurodiversity awareness, attended by over 140 IET colleagues.

Our EDI Board met to discuss updates to our governance structure, EDI Strategy and Young Woman Engineer of the Year awards.

We recognised the beginning of Ramadan, and celebrated Eid with colleagues at IET Stevenage: Futures Place.

April

We published our updated 2025 to 2030 EDI strategy, which established our focus areas of disability and gender inclusion.

We published our 2024 EDI Year in Review – [click here to read it](#).

HRH Princess Royal confirmed her position as Honorary President of the IET, following across social media.



May

We delivered the WISE Empowering and Supporting Neurodiverse Talent member event. We began promotions for our new Disability Member Network.

We participated in a workshop led by the Department for Business and Trade and the Women in Manufacturing initiative, exploring EDI in high growth sectors.

Our Head of EDI delivered the 2025 Athena SWAN lecture at the University of Bournemouth.

The WISE Young Professionals Committee met at BT, where they welcomed five new committee members.

Internally, our EDI colleague network leads recognised National Walking Month with 'strolls and rolls', which invited colleagues to get moving and talking about inclusion.

We highlighted Deaf Awareness Week by sharing a personal blog from the co-chair of our Disability and Neurodiversity colleague network on his experiences.



June

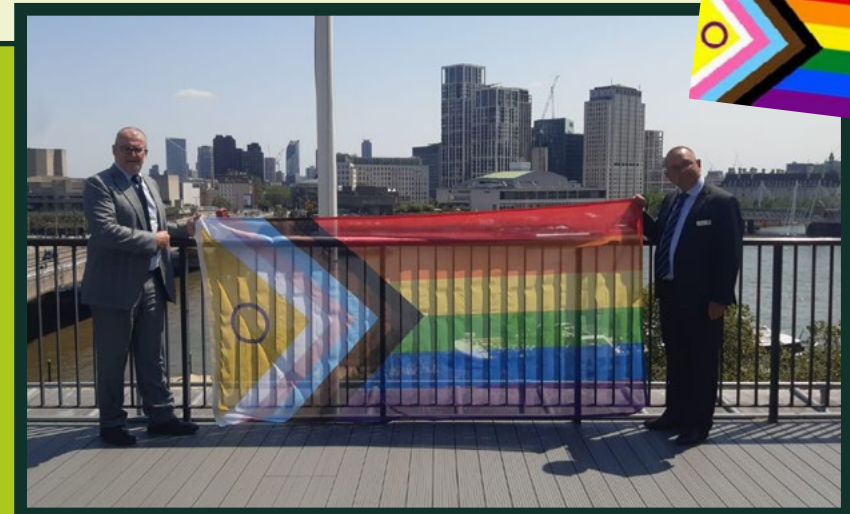
Our Head of EDI continued to support the Engineering Council's EDI Working Group, which has a particular focus on professional registration and gender data from PEIs.

Our EDI Board met at IET Birmingham: Austin Court to discuss our Professional Registration diversity data, our Progression Framework assessment submission and the progress of our research into disability in engineering and technology.

We initiated our Disability in Engineering and Technology research, carrying out a desk review stage of our sources published in this area since 2022.

We highlighted International Women In Engineering Day (INWED), including press features **Help solve the problem of a female engineer shortage with an exciting new career | The Sun** and The Engineer op-ed for INWED: **IET's Dr Laura Norton calls for more on industry gender gap**.

We celebrated LGBTQ+ Pride Month by raising the Progress Flag at IET London: Savoy Place and IET Birmingham: Austin Court. We also offered members and colleagues the opportunity to walk alongside Equal Engineers in the London Pride Parade.



July

We participated in the APPG Diversity in STEM roundtable on diversity data collection, insight and analysis.

We attended the PICTFOR D&I Rally in Westminster.

We participated in a workshop session alongside other participating organisations on the EDI Progression Framework, led by the Royal Academy of Engineering, which explored how the assessment process can be improved in future years.



September

We held focus groups and interviews to gather qualitative data for our Disability in Engineering and Technology research, speaking to disabled engineers and technologists, and the line managers and HR teams that support them at work.

We hosted the WISE annual conference at IET London: Savoy Place with over 160 attendees and numerous talks and panels that explored accelerating the pace of change for gender equity. You can watch some of the talks on-demand [here](#).

We invited our 2025 YWE finalists to IET Stevenage: Futures Place for a media day for our awards ceremony in December

We delivered a WISE member webinar on 'Insightful inclusion: making EDI data standard practice', sharing tips from effective and legally compliant diversity data collection.



August

We interviewed shortlisted candidates for our Young Woman Engineer of the Year awards and selected our 5 finalists for 2025.

We held an awareness session on neurodiversity for IET Volunteers.



October

We held our EDI Board October meeting where Board members discussed matters including our Disability in Engineering and Technology research project, Young Woman Engineer of the Year awards updates, diversity data and target setting and our Progression Framework results.

The qualitative data gathering stage of our disability research continued, with additional focus groups and interviews taking place throughout October.

Dr Ollie Folayan, Co-Founder of AFBE-UK delivered an all-colleague talk on the significance of intersectionality.



November

WISE held the 2025 Measuring Progress Event at IET Birmingham: Austin Court, bringing together member organisations to showcase successes and learnings.

We held our first ever Mentorship in Motion event at Liverpool University with RS Components, which showcases the value and benefits of mentoring relationships with students from Black and Minority Ethnic backgrounds.

We began gathering evidence for our submission to the Workplace Wellbeing Charter.

Our Disability Research Advisory Group met to discuss the findings from our qualitative research phase of the project.



December

We held our 2025 Young Woman Engineer of the Year ceremony at IET London: Savoy Place, where our award winners were announced. Visit page 8 to see who they were!.

Our EDI team met with the IET's Young Professionals Committee to discuss projects and goals for 2026.



Our EDI Member Networks

EDI team representatives:



Laura Norton,
IET Head of EDI



Daisy March,
Senior EDI & Engagement
Executive

Our EDI member networks offer a safe and open space for individuals to join together, gain peer-to-peer support and engage with our EDI team directly. Our Neurodiversity network has been supporting members since 2020, and in 2024 we were delighted to introduce two new networks to our offering - Disability and LGBTQ+.

If you are interested in joining any of our EDI member networks, we would love to hear from you. Please contact us at inclusion@theiet.org and let us know which network you'd like to know more about.

Member feedback:

"It's been fantastic, as a group we've been able to put forward new ways that the IET could support us. Through this I've met a professional registration advisor (PRA) who helped me with my application and discovered tools that have made the application process easier for me"

- Network member



Disability Network



LGBTQ+ Network



Neurodiversity Network

And in 2026...

In 2026, we will continue to strengthen our commitment to equity, diversity and inclusion across the engineering and technology landscape.

A key focus for the year will be the publication and wide dissemination of our Disability in Engineering and Technology report. By sharing these findings across the sector, we aim to increase access for disabled people and ensure that those entering the profession can thrive in environments designed with inclusion and accessibility at their centre. Alongside this, we will further advance the neuroinclusive commitments set out in our 2023 research, including upskilling those involved in the Professional Registration process so that neurodivergent applicants benefit from more informed, supportive and equitable assessment experiences.

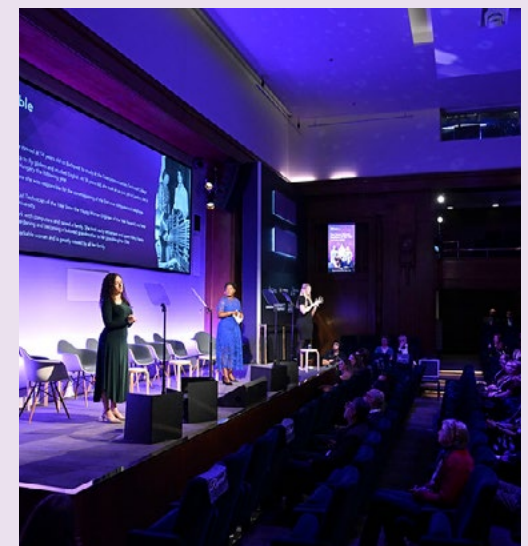
We will continue our close collaboration with the Young Professionals Committee to ensure that the voices and needs of young engineers and technologists are heard and represented. Together, we will deliver a series of campaigns, from partnering with entrepreneurs and investors on groundbreaking engineering initiatives to exploring the biases faced by young people entering the sector.

Preparations will continue for the celebration of our 50th winner of the Young Woman Engineer (YWE) Awards, informed by valuable inputs from our YWE alumnae, and Young Professionals Committee.

Next year will also see new opportunities to celebrate and connect our wider community. In 2026, the IET will host its first ever Volunteering Festival, bringing together more than 4,000 volunteers from across the globe to network, share knowledge, and celebrate the contributions that underpin so much of our work.

Additionally, WISE will undergo exciting developments, with the WISE Awards and conference being brought together into a single, impactful day—one designed to celebrate exceptional women in STEM while inspiring future generations to follow in their footsteps.

As we look ahead to the year to come, we would like to extend our heartfelt thanks to all Members, Volunteers, Partners and Colleagues who contributed to our EDI efforts throughout 2025. Your engagement continues to highlight both the urgency and the importance of building a more inclusive engineering and technology sector. We enter 2026 with renewed enthusiasm and determination to deliver meaningful, long lasting inclusive outcomes for the IET community and beyond.



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