

## WORKING TOGETHER TO SHAPE THE FUTURE OF RAIL



For a bigger and better future, the railway industry needs to reach a place where its workforce is diverse. To meet this objectives, it is vital to promote rail as a career of choice, to redress the gender balance and fill our ever-growing pipeline with diverse and outstanding talent.

Women in Rail (WR), a charity founded in 2012, comprises men and women from the UK railway sector, working alongside major stakeholders in the industry to redress this imbalance. WR's initiatives include:

### Support



Through regular networking events across the UK. By bringing together men and women from across the industry, WR provides a forum that allows them to both expand their network and share experiences on a wide range of topics relating to the rail sector.

#### MENTORING

WR runs a successful cross-industry mentoring programme which provides a unique opportunity for women and young graduates in the sector to receive guidance from a more senior professional in their personal development and confidence.

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### Development



WR encourages key stakeholders to identify their female talent, engage with their employees and work with them to foster the next generation of female leaders, helping secure and retain talent. Key partners of WR include National Skills Academy for Rail, Young Rail Professionals, Rail Safety and Standard Board, Rail Supply Group, Rail Delivery Group and of course, the government. WR is Diversity Champion on the UK Rail Sector Skills Delivery Plan.

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### Attraction



By forging partnerships with like-minded groups and actively supporting their initiatives, WR aims to position rail as an attractive career choice for young women. This involves presenting in schools and universities. In 2016, WR released a list of the 20 Most Inspirational Women in Rail, celebrating female role models and women who have positively influenced others in their career and showcasing the wide range of career opportunities the industry can offer. In 2017, WR ran a survey to identify the 20 Rising Stars of Rail, thereby showcasing upcoming female talent in the UK railway sector.

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### Campaigning



#### SURVEYS

#### REPORTS

In 2014 and 2016, WR released the first ever industry-wide survey of the male:female ratio and skills gap in the UK railway sector, showing that 16.4% of the workforce in the railway are women. The report identified where women can be found in terms of grade and roles and identified the skills gap. In 2017, WR partnered with NSAR to expand and further refine this survey. WR also ran a “return to work” survey in collaboration with the Railway Benefit Fund to help devise initiatives aimed at ensuring female talent returns to our sector after a career break and talent is retained and fostered. In the next year, WR will be strengthening its support role and its active campaign with senior professionals, Government officials and MPs to raise awareness of the need to attract, support and retain female talent in the rail sector, as well as launching regional groups across the UK.