

A quarterly newsletter brought to you by the Steering Committee

ISSUE 3, 2nd May 2014

Dear Colleague,

It is with great pleasure that we enclose our third newsletter and take this opportunity to thank you for your continued support.

As we celebrate our first anniversary since our official launch last year, we should be proud of our successes in the last 12 months - we could not have done it without **YOU!** We continue to grow from strength to strength raising our membership on LinkedIn now to over 930 followers.

At Women in Rail, we are very much looking forward to the next quarter and would like to take the opportunity in this newsletter to tell you what we have been up to since the New Year and what we are looking forward to in the coming months.

The Steering Committee of Women in Rail



Women in Rail event "*Women in Engineering: What's Holding You Back*" - **Wednesday 14 May, Derby.**

We are pleased to announce that we are holding an event in Derby to raise awareness of women in engineering and further explore the challenges females are presented with when considering a career in our industry. The event is being held during an exciting year which sees us celebrating 175 years of Derby's railway. Today Derby remains a global centre for railway operations, engineering and manufacturing expertise, so whilst we celebrate our past, we are also building for the future in the city we're proud to be part of.



We have some fantastic speakers joining us on the day including our key note speaker **Baroness Kramer**, Minister of State at the Department for Transport.

The event takes place on Wednesday 14th May at [East Midlands Trains Academy](#) with registration at 9:30am for a 10:00 start. The event will finish at 13:00 and lunch will be provided.

Places are limited so if you are interested in attending please email womeninrail@angeltrains.co.uk

London Seminar - "*The multiple facets of flexible/agility working and how may it work for you*"



STEPHENSON HARWOOD



The feedback received in the last few months indicated that many of you were keen to explore in more detail the multiple facets of flexible/agility working with a particular emphasis on how it has developed in the rail sector. To that end, on 27th March, Women in Rail, in collaboration with Stephenson Harwood Solicitors, ASLEF, Women in Transportation London and Timewise held a seminar to look at what flexible working means in practice, highlighting some of the key challenges faced by employers and employees in implementing such practices in both the rail industry and non-rail sectors and outlining the benefits which may be gained in supporting flexible working. Speakers included Anna Walker (ORR Chair), Sarah Swanston (Abellio Greater Anglia), Rachel Skinner (Parsons Brinckerhoff), Peter Twelftree (SDG Steer Davies Gleave) and Emma Stewart (The Timewise Foundation). Your feedback has been tremendous and we are currently in discussion to host this seminar again in 2015.





London workshop - *“Furthering the success of women in the rail industry: building your self-confidence”*

By popular demand, the above workshop was repeated on 12th February. A big thank you to Karen Boswell, Malcolm Brown and Tinu Cornish for taking the time to join us and share their experiences and to Berwin Leighton Paisner Solicitors for kindly hosting and sponsoring the workshop (including a fantastic lunch and fabulous views over the Thames!). The feedback was so great that this workshop will now become one of our regular events to be held every year across the country. Next stop: Derby or Doncaster early 2015!

All-Party Parliamentary Rail Group

MPs and Peers on the All-Party Parliamentary Rail Group invited representatives from Women in Rail to speak to the Group at its sessions on 9th April and take part in a Q&A following the presentation. Jodi Savage, Maria Dean and Adeline Ginn presented on Women in Rail, highlighting the aims and purpose of the Group and the work undertaken so far to support women within the rail sector, raise awareness to the benefits of a career in rail and encourage undertakings and stakeholders to promote the diversity agenda. We tremendously enjoyed the session and have been asked to present again, so watch this space!



Young Rail Professional Dinner & Dance

On the 28th March the Young Rail Professionals (YRP) held their annual dinner and dance at the Grand Connaught Rooms in London. The event was attended by 500 guests and Women in Rail hosted its own table kindly



sponsored by Wabtec Rail.

Our table included members of the Women in Rail Mentoring Working Party, the Steering Committee and other guests and it was great to be able to celebrate the success of the mentoring scheme.

It was a fantastic evening with key note speech from Mike Brown, Managing Director of London Underground who spoke about the need to invest in the future generation of the rail industry. What was very inspiring to see was the male:female ratio of attendees at the event was about 50:50....hopefully a sign of the future!

Rail Business Awards

As you may recall, three new award categories had been introduced this year as a result of our work with WoodHouse Communications, namely the Women in Rail Award, the Rail Engineer of the Future Award and the Diversity and Inclusion Award. Angel Trains kindly sponsored the Women in Rail Award, which recognises the hugely important contribution women make to the rail sector and raise awareness of the need to improve diversity in the rail industry. We had a fabulous evening and were absolutely delighted to see Northern secure the Women in Rail Award, Megan Bowne collect the Rail Engineer of the Future Award and TfL win the Diversity and Inclusion Award – again, well done to all the winners!



NSARE Industry Promotion Group

Women in Rail sits on the cross industry promotion group which has been established by the National Skills Academy for Rail Engineering (NSARE). This cross industry group includes, amongst others, representation from the Rail Delivery Group, Association for Train Operators, Railway Industry Association, Transport for London, High Speed 2 and Network Rail. The Cross Industry Promotion Group has only been established this year and a lot of work lies ahead, however the objective is to increase the pool of talented candidates available to the UK rail industry by promoting the message that a career in the growing rail industry is exciting, challenging and rewarding, with many opportunities for bright and able people.

iRail @ Derby Roundhouse

Forming part of the National Science and Engineering week, iRail recently took place in the historic Roundhouse in Derby on 20th March. The day was a fantastic opportunity for the Rail Industry network to interact with young people and celebrate their innovation and success. The event not only showcases the rail industry but also



demonstrates the science and engineering careers available in this growing area. iRail is supported by Transport iNet which is funded by the European Regional Development Fund (ERDF). The day comprised of a Business Breakfast which included around 50 political, business and educational leaders from the local area, a Student STEM Challenge involving exhibitor visits, engineering tasks and presentations and also an evening Lecture presented by Richard Parry-Jones, Chairman of Network Rail. The event successfully promoted the rail industry as a future career path for young people and showed the importance of apprenticeship schemes as alternatives to university studying, whilst

highlighting the potential opportunities for work based learning. Our presence as Young Rail Professionals Ambassadors and figures of Women in Rail will be invaluable to the growth and expansion of our network and sharing our capabilities as a support initiative to individuals nationwide.

Women in Rail and YRP join forces to promote the rail industry to students

Recently Women in Rail have been reviewing how they should undertake promotion of the industry as an attractive career choice and we are delighted to inform you that we are now formally collaborating with the well-established Young Rail Professional (YRP) Ambassadors programme. The Ambassadors programme provides opportunities to its members to visit schools, colleges and universities to promote the rail industry as an attractive career choice and to attract the next generation into this dynamic industry. This is a fantastic opportunity to share your passion and showcase to the young generations the benefits and excitements of a career in rail so if you are interested in getting involved and presenting to young people at colleges and universities about the rail industry and sharing your experiences with them please get in touch with Jodi Savage jsavage@wabtec.com.



Mentoring

It is nearly a year since the Programme was launched and we have worked hard to make it a success. We are committed to tailor it to your needs and make sure you derive as much benefit from the Programme as possible. To that end, we recently sent a questionnaire to all mentors and mentees asking for feedback on what worked well and what can be improved. If you have not filled it in yet, please do so as your feedback is very important to us. We will be looking to start a second round of mentor/mentee pairings early September, this time via our website (soon!) so please let us know if you are interested in getting involved by contacting us on womeninrail@angeltrains.co.uk.

Guardian Women in Leadership

Clare Burles represented Women in Rail on the Guardian Women in Leadership live chat debate which took place on Thursday 10th April. This was a challenging subject matter but the discussion points for the session were very positive about how companies and groups like Women in Rail can look to shift this culture around. Clare did an amazing job representing Women in Rail and the transcript from the debate can be found on our LinkedIn page.

The Royal Academy of Engineering

Women in Rail continues to sit on the Diversity Leadership Group set up by the RAI. Two booklets have been produced by the group, one for University Technical Colleges to help them in encouraging more female students applicants and one profiling 20 role models as an extension to the Academy's *Designed to Inspire* showcase of 2013. Both were first available at the Big Bang Fair and have proved popular. The group plans to undertake a rollout programme direct with UTCs for the first item.

What next?

- We are nearing the launch of our website so watch this space as there will be a special announcement in the coming weeks.
- Women in Rail is actively working on interviewing women for its initiative “Women in rail: Interviews” to be published on the Women in Rail website. The purpose of the interviews initiative is to help identify and showcase role models for the young generations and show how exciting a career in rail can be. If you are interested in sharing your story, please do get in touch at womeninrail@angeltrains.co.uk.

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