

Women in Rail

Winter 2018—Newsletter



Dear colleague,

A very happy New Year to you!

We are beginning 2019 with much excitement and anticipation, especially as we reflect on our achievements in the last 12 months.

2018 has been an amazing year for Women in Rail: we have reached new milestones, launched new regional groups, ran events and workshops across the country, repowered our mentoring programme and even hosted our very first awards ceremony. None of this would have been possible without the hard work of our leaders, volunteers and support from our partners and corporate sponsors - a huge thank you to you all.

Here is a snapshot of our main achievements in 2018. We are very much looking forward to continuing to work with you in 2019.

Wishing you a fantastic New Year!

The Women in Rail (WR) team

19 April 2018 – Women in Rail Awards

In April, WR hosted its first ever awards ceremony, celebrating our core values and showcasing the inspirational colleagues, peers, managers, teams and organisations that have been working hard to improve gender balance, diversity and inclusion in the industry.

Throughout the proceedings, we were able to look at some amazing role models - inspirational men, women, teams and organisations - that truly understand that the best way to support our industry's progress is to have a workforce that is reflective of its customers.

The nominations list covered a spectrum of truly inspirational stories, from rising stars and young female apprentices becoming passionate ambassadors for rail, to the teams working tirelessly to develop and promote female talent within their organisations. The companies finding innovative ways to ensure returners feel welcome and supported when getting back to a work routine. Those men and women who, in their job, had to deal with human tragedy and demonstrated tremendous courage in the most challenging situations.

The proceedings allowed us to celebrate the organisation's achievements over the last five years. But, more importantly, it allowed us to thank all the hard-working volunteers, inspirational industry figures and men and women that have allowed us to drive an inclusive agenda. Here's to next year's ceremony! To find out more please visit: womeninrail.org/awards

LINKEDIN

We have made improvements to the way we communicate with our members and the public through social media and have created a new LinkedIn page, which promotes discussion amongst members and provide an opportunity to showcase what we do, share press releases, industry news, promote events and celebrate achievements.

To follow our new page, simply visit:
[linkedin.com/company/women-in-rail](https://www.linkedin.com/company/women-in-rail)

EVENTS

WR has continued to host an exciting range of networking events (including depot visits, quiz nights and private film viewings) and empowering workshops (on presentation skills, how to brand yourself, self-confidence, unconscious bias, the imposter syndrome, how to influence effectively, how to manage work/life balance imperatives and many more) across the regions.

If you would like to be kept up-to-date with WR initiatives in your region, please visit: [women-inrail.org/contact-us](https://www.women-inrail.org/contact-us)

23 MAY 2018 – THE LAUNCH OF WOMEN IN RAIL SCOTLAND

In May, WR announced the launch of its sixth regional group, Women in Rail Scotland.

Led by Shona Clive, Head of Marketing and Communications at Babcock International Group, Women in Rail Scotland is made up of a vibrant group of men and women from across the rail industry in this region who have joined together to discuss their roles and share ideas and further push the WR agenda of improving gender balance, diversity and inclusion in UK rail.

With the rail industry being an important part of the Scottish economy, contributing up to £670 million per year, it is vital that women in the country are encouraged to see the sector as inviting and accessible.

Through networking events, development workshops, leadership talks with high profile speakers and of course some relaxing and fun get-togethers, Women in Rail Scotland wants to ensure that women working in the rail sector in this region are supported and given opportunities to develop their skills and careers.

The Women in Rail regional groups are of great importance as the charity looks to bridge the skills gap within the UK rail industry and we are excited to keep expanding domestically and internationally.

On the agenda for next year: Women in Rail Wales!

7 JUNE 2018 – BIG RAIL DIVERSITY CHALLENGE

As well as celebrating our fifth anniversary, this year saw us enjoy the third annual Big Rail Diversity Challenge, welcoming 570 industry delegates to Peterborough Arena for an action packed day of skill, physical and mental challenges.

Launched to promote the aims of the charity, the Big Rail Diversity Challenge has truly captured the hearts and minds of the industry - which demonstrates the passion, support and enthusiasm for the brilliant work that WR undertakes.

With 56 teams competing, the event has grown by a staggering 75% since its launch just two years ago, proving that the industry is serious about improving gender diversity.

You can find out more on TBRDC here: bigraildiversity.co.uk

5 DECEMBER 2018 – WOMEN IN RAIL CONFERENCE

The fourth annual WR conference took place on 5 December in London, with professionals from across the UK railway industry and beyond coming together to discuss and debate the 'Power of Great Leadership'.

The industry has continued to make tremendous progress in 2018 towards bridging the skills gap and continuing to redress gender imbalance, but there is still much work to be done. The powerful message that resonated throughout the conference was the importance of being authentic as a leader, loyal to one's core values and passionate about affecting positive change.

Delegates left commenting on the inspirational and motivational speakers who

empowered them to reflect on their own development and leadership skills.

We would like to give a huge thanks to Bryan Cave Leighton Paisner for hosting the event and to the fantastic speakers who shared their own personal and professional development leadership journeys, including keynote speaker Dame Inga Beale (former CEO of Lloyd's of London); Rob Brighthouse (Chairman, East West Railways Company); Staynton Brown (Director D&I and Talent, Transport for London); Dyan Crowther (CEO, HS1 Ltd); Polly Payne (Directors General for Rail Group, Department for Transport); Nicola Shaw CBE (Executive Director, National Grid) and Deborah Hulme (Director, Minerva Engagement).

CORPORATE MEMBERSHIP

If you would really like to help us, please join our corporate membership programme.

Separated into three categories: Gold, Silver and Bronze, corporate membership will allow you to help fund our initiatives and support the charity's work, as well as gain access to perks such as sponsorship on our website, newsletters and events.

To find out more about our corporate membership programme, please email wr@womeninrail.org

TWITTER

We are on the lookout for members to take part in our 'Twitter Takeover'.

We want you to post tweets from the WR Twitter account for the day, discussing both your job and WR.

The aim is to highlight jobs in the rail industry, raise awareness of WR, but most importantly encourage younger people and females into the industry.

If you are interested in taking part, please email: womeninrail@grayling.com

WR CAREERS PAGE

We are delighted to announce that we are launching a new careers page on our website where companies will be able to post vacancies from across the UK rail industry for a small fee of £50 per week.

All associated costs arising from this exciting new addition will go towards supporting current WR initiatives.

To find out more, please e-mail us at wr@womeninrail.org

Women in Rail was created to improve diversity in the UK rail industry through providing networking opportunities and support for all women within the sector, encourage undertakings and stakeholders to adopt diversity as a business strategy and devising initiatives aimed at positioning rail as an attractive career choice for young people.

The membership of Women in Rail currently includes representatives from a wide range of undertakings and stakeholders across the UK rail industry.

Women in Rail

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Registered Charity

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Registered Company

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WR MENTORING PROGRAMME

Women in Rail's successful cross-industry mentoring programme has continued to grow from strength-to-strength, with women and young graduates receiving guidance from senior professionals within the industry to develop their confidence and professional skills.

On 4 October 2018, WR announced that for its 2019 Mentoring Programme it was collaborating with Moving Ahead, the specialist company that is behind the design and management of the mentoring algorithm which supports the matching of mentors and mentees for the hugely successful 30% Club, as well as the internal mentoring programmes of Deloitte, BT, Aviva, London Stock Exchange Group, Centrica, Marks and Spencer, HSBC, PwC, EY and BNY Mellon to name a few.

The purpose of the repowered WR Mentoring Programme, which is endorsed by the Department for Transport and supported by the Rail Delivery Group, the Department for Business, Energy and Industrial Strategy and Network Rail, will be to continue the work of WR and provide a support platform for men and women in UK rail, champion diverse thinking, cross-fertilisation of ideas and networks and promote diversity in rail, starting with gender diversity as the core focus, but embracing broader diversity over time.

The repowered WR Mentoring Programme, will retain its uniqueness as a cross-industry mentoring programme but will be intranet based with the matching of mentors and mentees enabled via an algorithm specifically tailored for WR. In addition, mentors and mentees will receive professional training and be invited to attend networking events where they will have an opportunity to expand their network within the UK railway industry.

As part of the Programme, WR has also this year created a charitable Pro-Bono fund, which looks to enable women within the UK railway industry who are seeking employment, on care leave or working with an organisation who is not able to participate in the Programme, to take part as a mentee free of charge.

You can find out more about the repowered WR Mentoring Programme here: womeninrail.org/mentoring

