

3rd December 2018

LET'S CELEBRATE THE ACHIEVEMENTS OF MEN AND WOMEN IN UK RAIL

Website



As we head towards the end of another year, I always reflect on the achievements we have made collectively as a sector in the previous 12 months.

Last year, Women in Rail held its first awards ceremony which coincided with the fifth anniversary of the official launch of our charity back in 2012 and provided a wonderful opportunity to celebrate and recognise the individuals and companies who have gone above and beyond to improving gender balance, diversity and inclusion within the UK rail sector.

In November, we opened nominations for next years' Women in Rail Awards which will again showcase those who made a significant contribution to closing the skills gap in our sector. The ceremony will take place on Wednesday 15 May at The Roundhouse in Camden, London, and will be once again hosted by Rachel Riley.

Currently, just 16.4% of the total UK rail workforce are women, an issue that Women in Rail are working tirelessly to redress, with the support of companies and key stakeholders in our sector.

As a charity, we have established a robust networking platform for our members, men and women in rail, and provide support through development workshops across the UK and our acclaimed mentoring programme; we devise initiatives aimed at positioning our industry as an attractive career choice for women; we engage with key stakeholders to promote diversity as a business strategy and - through the Women In Rail Awards - celebrate the men and women who, like us, work hard to improve gender balance, diversity and inclusion in UK rail.

If you are keen to nominate an individual for an award, then please do so by visiting the Women in Rail website: [www.womeninrail.org/awards](http://www.womeninrail.org/awards)



Email



4th December 2018

DON'T MISS OUT ON YOUR CHANCE TO BE PART OF OUR MENTORING PROGRAMME



Women in Rail strive to provide continued professional support to talented individuals within our industry to further harness and develop their talent.

A commitment that led to an announcement that we would be 'repowering' our hugely successful cross-discipline mentoring programme for 2019.

We've already had an overwhelming response, and there is still time to apply!

So, if you haven't yet applied or put forward colleagues for the 2019 intake, then you still have time, with a week to go until the application deadline of Monday 10th December.

Since its launch in 2014, the programme has gone from strength to strength, growing exponentially from the 12 participants we welcomed in the first year to the 260 participants we supported in 2017. The programme champions gender diversity, lateral thinking, and cross-fertilisation of ideas, thinking and networks in the industry, and it enjoys the support of the Rail Delivery Group, Network Rail, Morson and BEIS.

For 2019 it's exciting that we'll be collaborating with Moving Ahead, who work on mentoring programmes for the 30% Club, Marks & Spencer, PWC and EY, to name just a few, which will enable us to make the matching of mentor to mentee a cutting-edge process, providing the best possible partnership for both parties.

Whilst the 2019 mentoring programme is only open to women, we do intend to extend the opportunity to men working within the sector from 2020, ensuring that everyone employed across the railway industry has an opportunity to benefit from this initiative.

For more information on the WR Mentoring Programme visit <http://womeninrail.org/>

Website



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5th December 2018

ANNUAL CONFERENCE LOOKS TO ADDRESS THE POWER OF LEADERSHIP



The Women in Rail conference takes place today for its fourth consecutive year, bringing together professionals from across the industry to discuss and debate the 'Power of Great Leadership'.

As an industry we continue to make great progress in bridging the skills gap and redressing gender imbalance.

The importance of great leadership, which empowers and positively affects change, continues to be vital for our industry as we look to develop and harness existing and burgeoning talent.

I'm delighted that we are able to debate and champion great leadership at this year's conference and I'm thrilled to have such inspirational leaders join us to share their own professional and personal journeys. The conference will celebrate some of the achievements made by Women in Rail and those groups in our sector, as we reflect on another year which has seen organisations working hard to continue improving gender balance, diversity and inclusion.

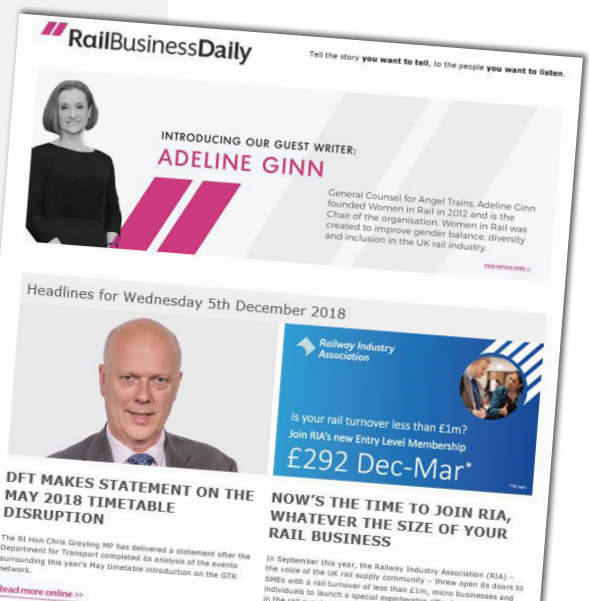
We have an impressive line-up of speakers that include Dame Inga Beale, former Chief Executive Officer of Lloyd's of London, Rob Brighthouse from East West Railways Company; Staynton Brown from Transport for London; Dyan Crowther from High Speed 1; Polly Payne from the Department for Transport, Rail Group and Nicola Shaw CBE, author of the Shaw Report and currently at National Grid. The conference will also explore, through a presentation from Deborah Hulme from Minerva Engagement, the latest insights from neuroscience, shedding light on how we can enhance our personal leadership practice.

The Women in Rail Annual Conference, sponsored by Bryan Cave Leighton Paisner, takes place from 10.30am today, at Adelaide House, London Bridge, EC4R 9HA.

Website



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6th December 2018

## CREATING OPPORTUNITIES TO ENHANCE CAREER DEVELOPMENT



When Women in Rail was founded in 2012, we sought to improve diversity in the UK rail industry through providing networking opportunities and support for all women within the sector.

Six years on, it remains a primary focus for our organisation, and yesterday we saw a fantastic turn-out

for our annual conference, where our keynote and conference speakers shared powerful and motivating insights on their personal and career journeys which were truly inspiring. I hope that all those in attendance felt empowered by what they heard.

Providing support to our members and the opportunity to grow and further develop within the rail industry, through events such as the conference, is a key priority for Women in Rail. Earlier in 2018 we partnered with Emma Nicholls, founder of Your Red Dress, to deliver a series of workshops to provide additional support and further development opportunities for our members.

The sessions, which looked at helping to shape personal career development plans also tackled a number of career barriers for women, and how to navigate through these during an individual's professional journey.

Career progression can sometimes be a difficult topic to tackle for professionals; we have recognised that issues of confidence affect our members across the rail industry which is something we have been trying to combat since our inception. As an industry it is vital that we continue to support the development of strong and effective leadership, to harness future talent.

As a charitable organisation, we host a calendar of events, and development opportunities, such as our conference and acclaimed mentoring programme. For a full events programme, please visit [womeninrail.org](http://womeninrail.org). If you would like more information about the support available from Your Red Dress, visit [www.yourreddress.co.uk](http://www.yourreddress.co.uk)

Website



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7th December 2018

WORKING ACROSS THE REGIONS TO SUPPORT OUR MEMBERS



Across the Women in Rail network we have eight regional teams who are critical in ensuring we deliver continued and tailored support to our members and the wider UK rail industry through the provision of a local support network.

Our groups not only provide a forum for members to connect with sector peers on a local level but also, more widely, help to support continuous industry outreach.

Through our regional networking opportunities, development workshops and events, we look to bring together our memberships of like-minded individuals, ensuring we provide support and further develop their own professional opportunities.

London was our first regional group to launch and has contributed towards some landmark achievements for the industry. Recently, the group announced its new steering committee, which will help further shape the future direction of Women in Rail in the capital and will develop events and workshops for the region.

The announcement of our new London steering committee follows the launch of WR Scotland earlier this Spring. At the launch the former Equalities Secretary Angela Constance, MSP, noted that up to £670 million per year is contributed by the rail industry to Scotland's economy, and it is fantastic to have strong representation in Glasgow through our regional team to provide further support to our members.

As a charitable organisation which looks to help bridge the skills gap and celebrate gender diversity within the rail industry, our regional network is key to achieving this, and it is fantastic to see the great strides our members and our industry has made this year.

Website



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4th February 2019

LOOKING AHEAD TO ANOTHER EXCITING YEAR FOR THE RAIL INDUSTRY



At Women in Rail we have enjoyed a busy start to the year as we continue to plan for a bigger and brighter 2019. Reflecting on our achievements last year, it was amazing to think how we collectively came together as an industry; we continued to make strides towards bridging the skills gap and celebrated gender diversity, and we now look to build on this momentum over the coming year.

We welcomed our fifth mentee intake at the start of this year, with over 200 people coming forward to be a part of the programme. The success of the mentoring programme, which has seen substantial growth from twelve pairs in 2014, to over 200 this year, is a true testament to the commitment by the whole industry to support a cross-industry mentoring initiative, ensuring the continued development of our workforce, while providing a support network for men and women in the UK rail sector.

Opportunities for continued professional development and a robust support network for all rail professionals is vital to ensuring we harness and retain talent within the sector. This month, we celebrate the launch of Women in Rail London, a newly formed steering committee which will help to further shape the direction of our network in the London region, strengthening the opportunities across the capital for our members as we continue to develop and further our offering.

The Big Rail Diversity Challenge before the summer provides an opportunity for the industry to come together to demonstrate our commitment to improving gender balance, diversity and inclusion within and across the rail family. If you have not yet taken part in the Challenge, which is back for its fourth year this summer, I would encourage you to join us for a really exciting and motivational networking opportunity.

As a guest writer for Rail Business Daily this week, I'm delighted that I'll be joined by colleagues from across our sector, who will share with you their experiences of working with Women in Rail and the steps we are taking to redress gender diversity in the workplace.

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5th February 2019

ENHANCING PROFESSIONAL DEVELOPMENT THROUGH WOMEN IN RAIL'S REPOWERED MENTORING PROGRAMME



The repowered Women in Rail Mentoring Programme was launched at the end of January 2019 and I was delighted to be selected as one of just 100 mentees for this year's intake.

Diversity is now a business agenda item across the rail sector, but it is no longer merely about ensuring gender diversity is achieved, but diversity in its broadest form, from age, ethnicity, disability, gender, right the way through to ensuring individuals with the right skill-set are employed.

For the rail sector, it is vitally important that we continue to ensure there is a balance of females in senior management roles. Over recent years there has been a positive shift in ensuring gender-balance, but it's something that as an industry we need to work hard to address. The Women in Rail cross-industry Mentoring Programme, powered by Moving Ahead, is a fantastic opportunity for continued professional development and to ensure mentees gain the necessary confidence and skills to enable them to strive in their roles.

Having worked in the industry for over twenty-years, in signing up to be part of the programme I was keen to further my own development - to be challenged, pushed outside my comfort zone and to look at things through a new perspective. Through my work with Women in Rail Scotland, I also wanted to be an ambassador for the initiative, and having a passion for learning, it was really important for me to experience the programme at first-hand.

Throughout my career I have always been fortunate to have been supported by great mentors, some of whom have been outside the rail industry. I believe that you can only benefit from people who challenge your thinking and I'm incredibly lucky to have benefitted from the mentorship of Mandy Haeburn-Little (Scottish Business Resilience Centre) and Jenny Copeland (author of Drive-Through Success) over the years, and I can't wait to begin my mentoring journey through Women in Rail with Network Rail Scotland's Karen Gribben.

The Women in Rail Mentoring Programme, which for 2019 is powered by Moving Ahead, has some amazing resources available for those involved with the initiative. It follows a very clear structure, allowing you to follow your success, track your achievements and know what your end goal is, which is hugely important to ensure we proactively continue to drive change and build on our successes – both on a personal and professional level, but also across the whole rail family.

Website



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6th February 2019

DIVERSITY IN RAIL RECRUITMENT HIGH ON THE AGENDA AS WOMEN IN RAIL LONDON GETS SET TO LAUNCH



We look forward to the launch of Women in Rail London as we celebrate another important milestone in the history of our organisation.

Kindly hosted by Dentons with thanks to Matthew Hanslip Ward, we've arranged an interactive session that brings together members and

committee members to discuss future events, topics and speakers.

We'll also hear from Adeline Ginn, Founder and Chair of Women in Rail, Paul Plummer, CEO of Rail Delivery Group and Lucy Finney MBE, Learning and Development Consultant in what is sure to be an enjoyable event.

As Chair of this newly formed group and in my role as HR industry partner at Rail Delivery Group, I hope to bring a fragmented rail industry together as one to ensure we are all aligned when tackling diversity head on.

Since the Government made Gender Pay Gap reporting mandatory, businesses have to draw up action plans to address the imbalance of pay between female and male. However, for greater change to happen we need to come together as an industry and articulate the definition of diversity to everyone from the CEO down. For me when we talk about diversity it's not just a gender issue. We also need to break down barriers for the LGBT and BAME communities.

We all have a role to play to ensure the rail sector has access to the widest pool of talent. The newly formed Women in Rail London group is made up of a vibrant group of men and women from across the industry who will join together to discuss their roles and share ideas on how best to celebrate diversity.

The group will provide members with a support network, which helps build confidence through mentoring, networking and personal development. However, for Women in Rail London to continue to grow and offer continued support we need to find sponsors. This will help us find a larger venue to facilitate our growing membership and provide businesses with a platform to promote themselves to a wide and diverse audience.

Website



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7th February 2019

BIG RAIL DIVERSITY CHALLENGE; A SERIOUSLY FUN EVENT WITH AN IMPORTANT MESSAGE



As a Key Challenge sponsor for the last two years, I've seen at first-hand how initiatives like the Big Rail Diversity Challenge can help promote and strengthen greater awareness of diversity within the workplace, but also foster deeper collaboration within teams.

As an organisation which operates

in sectors hardest hit by imbalances, Morson are dedicated to improving diversity within the industries we work; in 2017 our CEO, Ged Mason OBE, pledged to double the number of female engineer contractors we have working for us by 2020, a figure which we're well on the way to achieving. The Challenge aligns perfectly to our core values and gives us the opportunity to have fun and promote a message which goes beyond the main event. Throughout the year we do a lot to promote the initiative; for 2018 we created a Spotify soundtrack of motivational tracks for our employees and competitors, and we have more exciting things planned for later this year.

Importantly, the Big Rail Diversity Challenge gets everyone involved, across all levels of the business. Diversity which goes beyond gender should be a topic on everyone's agenda, and the Challenge positively focuses on and promotes true inclusivity. The 'Morson Equals Opportunities' campaign, which centres on using accessibility technology to revolutionise how we engage with candidates online, echoes this initiative. It is just another way we're working to guarantee there are no barriers in place to hold talented people back.

I have seen a shift in the recognition of diversity amongst organisations; for us, promoting role models and profiling powerful women in industry is a key factor in creating a more diverse workforce and inspiring future generations, which is where we will hopefully see a real change moving forwards.

Initiatives like this help to shine a spotlight on the work being done by Women in Rail to improve diversity across the UK rail industry. 2018 saw over 500 people participate, and with a record number of teams expected to be on the starting line for 2019 following a staggering 75% growth over the first three years, it promises to be yet another stand out event in the rail calendar.

You can follow all the action from the Big Rail Diversity Challenge via the website www.bigraildiversity.co.uk – or across the event's social channels; Twitter @BRailDiversityC | Facebook @bigraildiversity | Instagram @bigraildiversitychallenge

Website



Email



9th February 2019

## WOMEN IN RAIL AWARDS SET TO CELEBRATE DIVERSITY IN THE RAIL INDUSTRY



My involvement with Women in Rail started when I became a mentor as part of the Mentoring Programme back in 2016. I was excited at what Women in Rail stood for.

Since then, I have been actively involved in the charity and was pleased

last year to be asked to present an award at the first ever Women in Rail Awards ceremony. The evening was brilliant and it saw hundreds of men and women from across the UK rail industry to come together to celebrate diversity in the industry.

In my role at Go-Ahead, diversity is high on the agenda and we are committed to achieving a workforce that not only has a gender balanced management board, but also encourages and supports women to come through the hierarchy. We are reviewing and improving our working practices and setting ourselves ambitious targets, such as having 40% of train driver applicants coming from women by 2021.

It is this type of commitment I am looking for when sitting on the judging panel at the Women in Rail Awards 2019. The awards celebrate the men, women and companies who and have gone above and beyond to improve gender balance, diversity and inclusion in rail. I am keen to see nominations for women who have chosen to go against prejudice and made a difference in an industry they don't stereotypically sit within. I'm looking for nominations that showcase women for what they do, not just who they are.

With just under one week left to nominate, I would encourage you not to underestimate the positive impact that receiving a nomination can have on a colleague. We need to recognise and showcase the talent in our industry in order to encourage other women and young people to consider a career in rail, a sector that I thoroughly enjoy and which has been very supportive in my career.

The categories for this year's awards are below:

- Female Apprentice of the Year Award
- Rising Star of the Year Award
- Inspirational Man of the Year Award
- Inspirational Woman of the Year Award
- Diversity & Inclusion Award
- Top Employer Award
- Best Graduate or Apprenticeship Programme of the Year Award
- Highest Gender Balanced and Diverse Workforce

You can nominate someone by visiting <http://womeninrail.org/awards/> or follow all the action on social;

Twitter: @wr\_awards

LinkedIn: <https://www.linkedin.com/in/women-in-rail-awards/>

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