

A pioneering mentoring Programme designed to improve diversity within the UK Rail industry. The Programme is endorsed by the DfT and supported by RDG, BEIS, Morson and Network Rail.

Women in Rail has been running a cross-industry mentoring Programme for the last 5 years. The Programme has been hugely successful with participation growing exponentially from 12 pairs in 2013 to 260 pairs in 2018. Up until last year, the matching of mentors and mentees was an entirely manual process carried out by the WR Mentoring Team. However, last year, with 520 mentors and mentees to match, this manual process proved very challenging. To ensure the continued success of the Programme, we decided that for 2018, we would "repower" it as a cutting edge cross-industry mentoring initiative and reach out to organisations in UK rail, encouraging them to proactively support the scheme and help us run it as a sustainable, scalable and transferable cross-industry mentoring Programme.



Critical success factors for organisations wishing to take part include:

- Identifying a **dedicated Programme Partner**
- Conducting a **Strategic selection** of mentors and mentees, with voluntary participation only.
- Selecting **mentees** from the organisation's high potential/achievers internal talent pool.
- Internal **briefing and communications** to selected mentors and mentees in advance of the January kick-off event.
- A **Robust** internal oversight and commitment from an internal senior sponsor.



“ We are delighted to be collaborating with Moving Ahead for our Women in Rail Mentoring Programme this year. Their extensive experience in matching mentors and mentees in a wide range of industries has enabled us to create a programme that is sustainable, scalable and transferrable with the ability to encourage gender balance, diversity and inclusion across the UK, in rail as well as transport and with the potential of being career changing to women as well as men. ”

Adeline Ginn,
General Counsel, Angel Trains
Founder and Chair, Women in Rail

2018-2019: UNPARALLELED OPPORTUNITY



Nine month Programme running from January 2019 to October 2019.



Mentees: this year - high potential females from within, and across, all levels of the participation organisation's talent pool.



Mentors: male and female senior leaders.



Series of learning and networking events.



Pairs meet every four to six weeks.



World-class matching process.



Organisations can nominate up to 20 mentors and 20 mentees in even numbers (e.g. 7 mentors and 7 mentees.)



Pro-Bono fund created to secure free places for women in transition, looking for work, returning to work after maternity or care leave, or those who work for organisations not taking part in the Programme.



Programme supported by diversity mentoring experts at Moving Ahead.



GEOGRAPHIES

This year, the Programme is only available in the UK.



SELECTION

It is critical that all mentors and mentees are committed to the Programme and are prepared to make the time to meet or speak with their selected mentoring partner. Participation is voluntary.



TIMINGS

A mentoring relationship will be nine months with an option to extend for a further six months on an informal basis, subject to mutual agreement.



MEETINGS

One-to-one mentoring meetings take place monthly or, at a minimum, every six weeks for an hour or two. We encourage monthly meetings in order to build up sufficient momentum over the nine-month period.



MATCHING PROCESS

Matching is carried out based on the participants profile, experience and (soft and technical) skills.



EVENTS

The Programme holds three main central London events each year.



VIRTUAL MENTORING

Virtual mentoring and learning is encouraged when the mentor and/or mentee are not able to attend meetings and events in person. The Mentoring team will provide information on how to make the most out of virtual mentoring.



CONFIDENTIALITY

Participants are asked to respect confidentiality and existing employment relationships.



MEASURING PROGRESS

The Mentoring team will seek regular feedback and provide progress reports throughout the scheme.



Ongoing support, tools and guidance from the Moving Ahead team

INTRODUCING SOME OF OUR SPEAKERS:



SARAH WINCKLESS MBE

Design and Delivery Lead, Moving Ahead
Olympic medalist and Chef de Mission for Team England at the Commonwealth Games



CATH BISHOP MBE

Motivational speaker, Moving Ahead
Olympic medallist and diplomat



PATSY RODENBURG OBE

Head of Speakers Academy, Moving Ahead
World-renowned voice coach



KIRK VALLIS

Chief Disruption and Innovation Officer, Moving Ahead
Head of Creativity Development, Google UK



DR KATE GOODGER

Motivational speaker, Moving Ahead
Olympic performance psychologist

COST CONTRIBUTION

The fee for each participating organisation goes towards covering the costs of providing and managing the events and for ongoing Programme support from the Mentoring team.

- Up to **10 pairs** - £5,000
- Up to **20 pairs** - £10,000

Contribution to the Pro-Bono Fund is effected by participating organisations putting forward 1 additional mentor, 1 less mentee than mentors or making a donation of £250 to sponsor a Pro-Bono mentoring place for a Pro-Bono female mentee.

To find out more contact:
WRMentoring@moving-ahead.org