

A quarterly newsletter brought to you by the Steering Committee
ISSUE 5, December 2014

Dear Colleague,

We are delighted to enclose our winter newsletter, our last 2014 update on what has been a truly exciting year for Women in Rail!

Some of the great highlights of 2014 included working with Baroness Kramer on two successful workshops, presenting to the All Party Parliamentary Rail Group at Westminster, partnering with the Government in respect of its "This Life" campaign, meeting Claire Perry MP, presenting our very own Women in Rail awards at the RBA and joining forces with like-minded organisations such as YRP and RRUKA to showcase rail as an exciting career option. We saw our LinkedIn site grow to over 1,300 members and gained over 630 followers on Twitter. Above all, we tremendously enjoyed hosting our workshops and events, particularly meeting our members, both men and women working in the rail industry. We cannot wait to continue our work in 2015!

As the festive season approaches, we want to **thank you** again for your continued support and wish you a **Merry Christmas** and a very happy and prosperous **New Year**!



The Steering Committee of Women in Rail



2014 Women 1st Shine Awards

We were absolutely thrilled when our very own steering group members Clare Burles, HR Director of East Midlands Trains and Loraine Martins, Director of Diversity & Inclusion HR at Network Rail, were voted **two of the top 100 most influential women** by Women 1st at the 2014 Women 1st Shine Awards. Organised by Women 1st, this annual event aims to recognise and celebrate female talent within the hospitality, passenger transport, travel and tourism sector. It showcases women who have reached the pinnacle of their careers and who act as positive role models to others, providing inspiration, motivation and guidance for the next generation of leaders. These awards recognise both Clare's and Loraine's qualities as ambassadors and as role models and are truly fantastic achievements. We are so very proud of you both!

In November.... Loraine was also shortlisted for the **WISE Lifetime Achievement Award** and Adeline Ginn, founder and Chair of Women in Rail, won the **Workingmums Champion Award**!

Women in Rail at the National Rail Awards

The Steering Committee of Women in Rail had a fantastic evening at the National Rail Awards in September. For the third year running, we hosted our very own table, kindly sponsored by Angel Trains. Our guests included representatives from NSARE and DfT and we proudly celebrated Clare's win at the Women 1st Shine award (see above). It was a great night!

BBC Radio 4 - Women Hour

On 5th November, Adeline Ginn spoke to Jenni Murray about Women in Rail - what a fantastic exposure for the group!



Network Rail Diversity and Inclusion conference 8th October - Coventry

Women in Rail presented at the Diversity and Inclusion conference organised by Network Rail in Coventry. The conference reflected on the results of the TSSA sponsored research undertaken by Queen Mary's University, which examined diversity and inclusion in the rail industry. It was a very informative conference with some truly moving testimonies.

Future Rail Skills conference 12th November 2014 - ImechE

Women in Rail was delighted to present at the NSARE/IMechE Future Rail Skills conference, alongside, amongst others, speakers from Network Rail, DB Schenker Rail UK, RSSB, YRP, HS2 and London Underground. It was a dynamic and informative conference where the need to retain and attract talent into the rail sector was clearly demonstrated and solutions on how to address the skills shortage hotly debated!

Breakfast Seminar - 17th November 2014 - Baroness Kramer



westminsteradvisers^{WA}

On Monday 17th November 2014, Women in Rail, in partnership with Westminster Advisers, hosted a breakfast seminar entitled, "Women in Transport – changing the perceptions of the industry". Baroness Susan Kramer, the Minister for Transport, was welcomed as our keynote speaker. Baroness Kramer spoke on the subject of gender imbalance across all transport sectors, what can be done to change perceptions in the rail industry and how we can drive the recruitment of women at all levels. She was very supportive of the work undertaken by Women in Rail, notably our initiatives to support women within the industry, including raising awareness of the benefits of gender diversity within the sector, as well as our campaign to showcase rail as an exciting career for the younger generations. The event took place at the Conrad London St James, Westminster and was attended by around 30 guests from across the rail and transport industry.

Joint University Presentation Programme (JUPP)

We now have confirmed dates for presentations with Aston, Huddersfield and Nottingham universities. We are also finalising dates with other universities to include Southampton, Reading and Birmingham. We will then look to engage with other universities so that we reach our target of 40 presentations in the 2014/15 academic year. Presentations will be taking place from October 2014 through to March 2015 in universities across the country. The standard format is for a 20 minute presentation followed by 40 minutes of Q&A/discussions, with the time of the presentation depending on the specific university's timetable. We are looking for more **volunteers** to present! If you are interested in getting involved, and could help showcase a career in rail by sharing your experiences with young people, please do get in touch with Jodi Savage from the Steering Committee of Women in Rail - jsavage@wabtec.com.



Women in Rail Executive Focus Group

Women in Rail have recently set up an Executive Focus Group, bringing together some of the most senior women within the rail industry to consider ways to attract female talent to the sector, whilst boosting the careers of current female employees. The Focus Group will also be looking at implementing best practice methods, which would enable women who currently hold mid to senior level management positions to further their careers within their organisations. The group met for the first time on 23rd October and will meet each quarter in 2015. This is a fantastic initiative and we are so grateful to the women who kindly agreed to take part and are truly committed to working with Women in Rail to make a difference.



Presentations and Wine Tasting Event

On 27th November, Women in Rail held an event combining a seminar on Women in Rail's journey since our launch in April 2013, with a fun evening of wine tasting!

The event took place at the offices of Berwin Leighton Paisner (BLP) Solicitors and was a great success which we will undoubtedly repeat in the New Year.

A special thank you goes to BLP for hosting and sponsoring the event and to both **Richard Household** from Brompton Wines and **Matthew Labuda** from Angel Trains. They gave very entertaining performances in the "call my bluff" wine tasting quiz - what a great night!



BROMPTON
WINE

Women In Rail Mentoring Programme

In September, Women In Rail launched its 2014/2015 Mentoring Programme. To date, 26 mentors and 29 mentees have registered which is tremendous. On the 13th November, we held a Mentoring Information Evening at the new offices of Angel Trains. The purpose of the evening was to give registered mentors and mentees the opportunity to meet informally, as well as attend short presentations on how to benefit from the mentoring relationship, with drinks and nibbles. The evening was a big success and we are looking at holding similar sessions in York and Derby in the New Year (provided we have enough mentors and mentees registered in these locations).

Registering for the Programme consists of a few simple steps and can be done on our website (www.womeninrail.org). Please do join this initiative, it is a unique opportunity to receive help and guidance from a senior professional, not to mention a fantastic way to showcase the rail sector as an industry committed to supporting and furthering the success of its women.



Women in Rail Website

The Women In Rail website www.womeninrail.org officially launched in September and we are so very proud of it! It contains news, details of past and upcoming events, interviews with women in the rail sector and information on the Women in Rail Mentoring Programme. Please log on and let us know what you think!

Have a wonderful Christmas and we look forward to seeing you in the New Year!