

Women in Rail

A quarterly newsletter brought to you by the Steering Committee

ISSUE 6, July 2015

Dear Colleague,

We are delighted to enclose our sixth newsletter and hope you are all enjoying the summer weather. Now that the election is over it is great to see that the number of female MP's has risen to 29% from 23% before the election. It is also positive news that David Cameron is leading by example with a third of his cabinet being female.



Meanwhile It remains an exciting time here at Women in Rail as our LinkedIn site now proudly boasts over 1,500 members, with over 800 followers on twitter! In the last few months, Women in Rail has continued to work behind the scenes and here is a snapshot of our main initiatives to date and upcoming events.

Best wishes,

The Women in Rail Steering Committee

Women In Rail Survey

When Women in Rail was first established one of our initial tasks was to conduct a survey to establish the male:female ratio within the rail industry. As the group moves forward and gender becomes an increasingly important subject for businesses, Women in Rail have taken the decision to conduct this survey again. The specific objectives of the survey are to uncover and highlight the current state of affairs in regards to gender diversity within the rail industry, inform the development of targeted solutions to overcome any existing skills gap and outline how the industry will address enhancing the role women play into the future. It will help promote the rail industry's commitment to providing fantastic career opportunities to everyone, regardless of gender or background, all with a view to paint a positive picture of our sector as the home of many fantastic career opportunities for both men and women. It is crucial the rail sector identifies the skills gaps and work together to implement solutions designed to bridge it. Thank you to all the companies who have already kindly taken part in this initiative and if you have not already done so, please support us by filling in the survey!

We need you!



Upcoming event: Taking responsibility for your own success - 21st September 2015

Women in Rail is delighted to support Bombardier's upcoming event "How to take responsibility for your own success" to be held on Monday 21st September 2015 at the London Transport Museum from 6pm until 9pm. The event will offer the opportunity to get advice from expert tables on topics ranging from making yourself memorable to reaching new heights by taking responsibility for your own success. There will also be a motivational speaker – Squash Falconer – who through examples of her own incredible expeditions including conquering Mount Everest, will talk us through how she achieves her dreams. Look out for further information, and ways to register, soon on the Women in Rail website!

Women in Rail

Upcoming workshop: Unconscious Bias - 30th July 2015

On 30th July from 3.30pm, Women in Rail will be hosting a workshop that will enable us to understand and tackle unconscious bias in the workplace. This workshop will look at the impact unconscious bias can have on business and the global workforce, as well as the various steps both staff and employers can take to understand and correct the repercussions of this seemingly unavoidable behaviour. The workshop will be led by Loraine Martins, Director Diversity & Inclusion, HR, at Network Rail and will be hosted at the offices of Ashurst Solicitors, Broadwalk House, 5 Appold Street, London, EC2A 2HA (www.ashurst.com) and will be followed by networking drinks and a buffet. If you haven't done so already, head to the Women in Rail website to register and secure your place!



Next Generation Rail Conference – 2nd – 3rd July 2015

Women in Rail was delighted to again endorse the Next Generation Rail Conference organised by RRUKA with YRP and RSSB. The event was targeted at PhD students, early-career researchers, young rail professionals and apprentices.

The conference took place at the Westwood Centre in Coventry on 2nd-3rd July 2015.

Further details of the success of the event can be found on the website <http://rruka.org.uk/events/ngr2015/>.

Networking Skills Workshop and Cocktail Making Masterclass - Special Double Event – 23rd June 2015

Following on from the success of our 2013 workshop, Women in Rail hosted another entertaining double-event afternoon exploring the fun side of networking. The event took place on Tuesday 23rd June at the offices of Stephenson Harwood solicitors (www.shlegal.com), 1 Finsbury Circus, London EC2M 7SH (near Moorgate).



Experienced confidence and communication skills



coach Seán Brickell hosted the networking session using a tried, tested and proven blend of scientific research and the extensive life experiences of the people he works with. He “coached” us on how to strengthen and sustain practical confidence, communication and personal impact skills to network successfully. Missy Flynn hosted the cocktail making master class focussing on punch throughout the world and ages. It was a unique and rich experience and the feedback for the event has been tremendous which means we are likely to repeat it again next year!

Women in Rail

Women in Transport breaks a world record for National Women in Engineering Day - 23rd June 2015



As you may recall, 23rd June was National Women in Engineering Day. We would like to extend our congratulations to all of the 864 women and men who joined together for the Women in Transport's initiative to break a world record with the most jumping high fives, at London's Horse Guards Parade. We are extremely proud to have supported the initiative, alongside Young Rail Professionals and Women in Science and Engineering. Initiatives like this are essential in promoting the industry's commitment to providing fantastic career opportunities to everyone, regardless of

gender or background. It was a fantastic way of communicating the message that if you think engineering is a man's job, you should think again!

International Women's Day Networking Events – 8th March 2015

Women in Rail celebrated International Women's Day on 8th March by holding two networking sessions. The first was sponsored by Bombardier and held in Derby. The second, sponsored by Wabtec, was held on 5th March at the National Rail Museum in York. The York event was attended by men and women from Doncaster and York including representatives from Doncaster Council, Sheffield University, Doncaster College, Network Rail, Virgin Trains East Coast, Volker Rail, RGS Executive and others. These were both great celebratory evenings with contact details exchanged and many ideas discussed!



Women in Rail at the Rail Business Awards – 26th February 2015



Women in Rail attended the Rail Business Awards on 26th February at the London Hilton Park Lane. Adeline Ginn and Malcolm Brown (CEO of Angel Trains) proudly presented the "Women in Rail Award - company" to Northern Rail and the "Women in Rail Award - individual" to Pippa Higgins of Taylor Woodrow.

The *Women in Rail Award (company)* rewards the company which can demonstrate its commitment to improving gender balance by actively supporting the employment and career development of women in the rail industry. The *Women in Rail Award (individual)* showcases the most outstanding woman working within the UK rail industry, demonstrating, amongst others, direction and leadership at any level within her company, dedication to the development of her company's business, initiative and going the extra mile and a commitment to improving gender balance by actively supporting the employment and career development of women in rail. Both awards are sponsored by Angel Trains Limited. It was a fabulous night!

Women in Rail Mentoring Programme

The Women in Rail Mentoring Programme continues to grow! We currently have over 40 pairs matched and the feedback received has been fantastic. We are in the process of partnering with YRP and WISE on this initiative and are appealing to you if you would like to be involved as a mentor or mentee on our 2015/2016 Programme to open in September. It is a great opportunity to share ideas and experiences so please register via our website (www.womeninrail.org).

Women in Rail

Women in Rail in the news

Women in Rail has been popular in the news recently with some inspirational articles showcasing a variety of incredible women within the rail industry.

In [February's issue of Rail Professional](#) Jodi Savage discussed the need for women to support one another through mentoring schemes to achieve gender balance in the rail industry.

In [March's issue of Rail Professional](#) we celebrated International Women's Day as Jodi Savage showcased the women in rail who have inspired her throughout her career.

In [April's issue of Rail Professional](#) Jodi discussed the variety of possibilities open to men and women who enter the workforce after being encouraged to dispel traditional work-life gender roles at an early age.

In [April our Huffington Post article](#) on why fewer women vote was a great insight into how and why women lack confidence in both business and politics.

In [May's issue of Rail Professional](#) Adeline Ginn reflected on the progression of Women in Rail and outlined its exciting plans for the future.

In [May our Huffington Post article](#) looked at the recent surge of women in politics and of how women are a crucial asset to the boardroom.

In [July/August's edition of Rail Professional](#) Adeline Ginn looked at women's confidence within the workplace, and ways both men and women can enhance this essential trait for bolstering career opportunities.



Women in Leadership

Inspiring leaders

In May, we also had a memorable mention in the [Guardian's Women in Leadership](#). In this article, we met the women who discussed how 'being a woman isn't a barrier to working the rail industry'.



In [June, The Times](#) published our letter in response to Tim Hunt's comments on women in science that had repercussions for all of the STEM industries.

In [June's issue of Rail Professional](#) Adeline Ginn looked at the #notjustforboys campaign led by Jodi Savage for Women in Rail, as well as the steps the rail industry can take to future proof gender diversity.

In [June, Marie Claire magazine](#) profiled Chloe Cook, ESG Rail's 19 year old Apprentice Engineer, in celebration of Women in Engineering Day.

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