

DATE	1 September 2014
MONTHLY USERS	n/a

Rail Professional

Women in Rail says 'women jump on board'

September 2014

Adeline Ginn

The industry is crying out for talent – women jump on board

Two years on, and we have more than 1,000 members on LinkedIn and several hundred others outside of social media. Our events have been incredibly wellreceived and many highly experienced rail professionals have joined our mentoring programme, pledging support to young women within the industry. We were pleased to be joined recently by Baroness Kramer at Derby's first Women in Rail event at East Midlands Trains Academy to coincide with this year's celebration of 175 years of Derby's rail industries.

Plans for the future

Some of our other key achievements so far have included engagement with key MP's and the TUC/ASLEF unions; strong links with like-minded groups such as Young Railway Professionals, Women in Transportation and National Skills Academy for Railway Engineering (NSARE); visibility on the Diversity Leadership Group; extensive coverage in an array of media and the creation of three new awards for the industry at the Rail Business Awards; Rail Engineer of the future, The Diversity and Inclusion Award and Women in Rail Award.

This, however, is not enough and we have made pledges which we intend to fulfil over the next year and a half. First and foremost, in September Women in Rail will launch its own website highlighting the diversity of roles available in the industry from HR to law to driving trains, while also acting as a hub for advice to those already in the industry.

By the end of the year we will have identified 10 female role models within the sector who can demonstrate why the rail sector is an attractive option for people who are looking for exciting career opportunities with the possibility of progression, and to inspire more young women to consider a career in rail.

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Next, by June 2015, we will have gathered the necessary data to build a strong business case for improving gender diversity within the industry and demonstrate to key stakeholders and undertakings the benefits of promoting gender diversity by adopting diversity as a business strategy.

Finally by the end of next year we have committed to increase the number of women being mentored to 100 through the Women in Rail Mentoring Programme. Furthermore we commit that by partnering with like-minded organisations we will have delivered 40 university presentations to showcase the breadth of employment opportunities offered by the UK rail industry, to inspire and encourage young people to consider a career in the rail sector.

Women jump on board

As an industry, the rail sector is working hard to change its image – we've broken the glass ceiling and see Women in Rail as a catalyst to help women put their best foot forward in their career. Furthermore it is also one of the most dynamic and exciting industries in the UK to work in at the moment.

With major projects like Crossrail and HS2 we have an opportunity to shape a different and better future by improving diversity throughout the industry. From CEO's to train drivers, Treasurers to HR – there are a huge number of roles available for people with the skills to match. Senior management, both male and female at all major train operators and companies are dedicated to encouraging new blood into the sector.

The industry is crying out for talent – women jump on board.

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