

## ISSUE 7 - February 2016

Dear Colleague,

We are delighted to enclose our seventh newsletter and hope you are having a fantastic 2016.

2015 was an amazing year for Women in Rail: we released our report on the male:female ratio and skills gap in the industry, continued to support women through successful workshops and events, raised awareness to women in rail through several press releases and articles, received exceptional support from industry groups and leading figures, matched over 140 mentors with mentees as part of our mentoring programme and reached over 1,175 followers on Twitter!

We are relentlessly and passionately continuing our work in 2016 and we look forward to seeing you at the many exciting events and workshops we have planned this year, a few of which are outlined below.

The Women in Rail Steering Committee



### **Survey: We are looking for the 20 most inspirational women in rail!**



**Nominate now!**

The survey is the first of its kind and looks to create a shortlist of **women who have made an outstanding contribution to the UK rail sector** by positively influencing others over the course of their rail career.

Nominees could be an **inspirational** colleague, a role model, a woman whose infectious energy and attitude has inspired you to join the railway industry or whose drive and determination in the face of adversity has pushed you to keep going.

The **20 shortlisted women** will be celebrated for their positive impact, rather than their seniority or experience.

The Women in Rail Steering Committee will judge the nominees and the survey will result in the production of an **official report** to be released in May this year.

Nominations will **close on 8<sup>th</sup> April** so please help us showcase the fantastic women in our sector and cast your vote now!

The nomination form is easy to complete, simply go to <https://womeninrail.wufoo.com/forms/z3mitju0nyz7qw/>



**Sponsor and/or  
enter a team!**

For more information visit the website:

<http://www.bigraildiversity.co.uk/>



**Upcoming event: The Big Rail Diversity Challenge – 30<sup>th</sup> September 2016**

Women in Rail is delighted to invite you to sponsor and/or enter a team at the first **Big Rail Diversity Challenge** on **30<sup>th</sup> September** at Top Gear’s original race track!

The event is cross between “It’s a Knockout” and “Krypton Factor” and is open to everyone in the railway industry.

It will consist of a series of mental and physical challenges undertaken by teams with a gender ratio of 50% female and 50% male.

The day will give you an opportunity to network, team build and fundraise for Women in Rail and the Railway Children whilst demonstrating the benefit of gender balance through fun team challenges. **We can’t wait to see you there!**



*Hangar 42, Bruntingthorpe Proving Ground, Leicestershire, Top Gear’s original race track and former home of the Vulcan*



For more information,  
contact Adam Stead  
on [contact@railweek.com](mailto:contact@railweek.com)

**Upcoming event: Rail Week 27<sup>th</sup> June to 3<sup>rd</sup> July 2016**

Women in Rail is supporting Railweek, an industry-wide programme of events and outreach organised by Young Rail Professionals (YRP), with the support from other industry partners, to encourage young people to consider a career in rail.

Railweek will take place between **Monday 27<sup>th</sup> June** and **Friday 1<sup>st</sup> July** across the UK.

YRP and Women in Rail are looking for organisations within the UK rail industry to deliver support and commitment to this initiative through hosting events, and supporters to help us spread the word.

**Enter a team!**

**Upcoming event: London to Paris by Tandem Ride 15<sup>th</sup> – 17<sup>th</sup> July 2016**

Angel Trains, Women in Rail and The Railway Children are delighted to invite you to take part in a tandem (and solo bike) ride from **London to Paris on 15<sup>th</sup> July 2016**. It is a ride, not a race!

The ride will comprise gender balanced teams and will raise money for the Railway Children. It will take place over 2 days with a finish at the Arc de Triomphe in Paris on 17<sup>th</sup> July.

Register at [www.railwaychildren.org.uk/londontoparis](http://www.railwaychildren.org.uk/londontoparis)



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**Upcoming event:** Mentoring workshop – 28<sup>th</sup> June – London

Women in Rail will be hosting a Mentoring Workshop on 28<sup>th</sup> June 2016 at the offices of Angel Trains in London in support of Railweek.

Details of the workshop and registration will be published on our website soon!



**Women in Rail Mentoring Programme 2015/2016**

Women in Rail has 140 pairs matched as part of its 2016 Mentoring Programme!

A warm thank you all mentors and mentees who agreed to take part. We look forward to seeing you at the Mentoring Workshop on 28<sup>th</sup> June.

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# THE BIG PINK



**Upcoming event:** The Big Pink Day - 14<sup>th</sup> October 2016

Women in Rail is delighted to be partnering with Breast Cancer Care to hold a “**Big Pink Day**” where everyone in the railway industry is encouraged to “**do something pink**”, whether wearing pink, baking pink or organising pink related activities to raise money for Breast Cancer Care.

Further information will be provided in due course but please, spread the word, it is a great opportunity to **showcase the rail sector as a caring industry**, supporting a worthy cause which unfortunately affects many men and women in the UK.

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**Upcoming events:**

Amongst others, we are currently working on a **Self-Confidence Workshop** to be held in York on 26<sup>th</sup> May and a **Networking Skills Workshop** to be held in Manchester on 28<sup>th</sup> September, so look out for details on our website!



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**Women in Rail Annual Conference - 18<sup>th</sup> November 2015**

In November we held our annual Women in Rail conference at the offices of Berwin Leighton Paisner (BLP) in London.

We released the findings of our Women in Rail: Industry Survey report (see below).

We listened to inspirational speeches from Claire Perry MP, Beth West (HS2), Anna Walker (ORR), Nicola Shaw (HS1) and Malcolm Brown (Angel Trains), to name a few.

The conference was a fantastic success and the feedback received from attendees has been extremely positive!

**Huge thanks** to BLP for hosting the conference, to the speakers and to everyone who attended.

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## Women in Rail: Industry Report - released!

In January, Women in Rail released the report of its survey on the male:female ratio and skills gap within the railway industry. The study is the first of its kind and uses information gathered from 39 undertakings and stakeholders on 85,723 staff from across the rail sector.

The report shows that across the whole railway industry only 16.4% of employees are women, a shocking statistic that highlights the improvements that needs to be made, such as:

- Changing education policy - one option suggested by commentators is to move the current A-level system towards a structure similar to that of the international baccalaureate, which requires students to study maths and at least one science subject.
- Building the profile of rail and engineers in the UK - to reach its true potential, the railway industry needs to become celebrated as a national success story in the UK.
- Flexibility for all - to help redefine stereotypical gender roles, we need to create an environment in which both mothers and fathers can take parental leave and work flexibly, sharing caring responsibilities more equally.

A copy of the report can be obtained by request **using the “Contact” page** of the Women in Rail website: [www.womeninrail.org](http://www.womeninrail.org).

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## Women in Rail - Regional Groups

We are truly delighted to report in 2016 Women in Rail will be setting up Women in Rail groups in **Glasgow, Manchester, Birmingham, York** and **Derby** in partnership with the existing Regional Committee framework of YRP!

If you are interested in leading or supporting any of these groups, please let us know using the “**Contact**” page on our website. **We look forward to hearing from you!**



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## Women in Rail in the news

We have been busy raising the profile of Women in Rail in the press and received some brilliant coverage:

- In the September issue of Rail Professional, Jodi Savage discussed how hashtags on social media, such as #notjustforboys have raised the profile of women with successful careers in STEM.
- In October, our Huffington Post article which questioned whether unconscious bias in the workplace is holding women back, gave great insight into a subject that features in STEM industries frequently.
- Women in Rail appeared in the Evening Standard in October, discussing the issue of unconscious bias in the context of careers in STEM.
- In the October edition of Rail Professional, Jodi Savage discussed how businesses should promote women, not because of their identity as a female, but because of their professional identity as a superior employee. Amanda White also discussed the benefits of joining the Group in an interview.



- In November Women in Rail's key findings from its Industry Report received far reaching coverage in publications such as BT.com Rail Technology Magazine, Railway News, Rail Professional and The Independent.
- In December, our Rail Professional article looked in-depth at how Women in Rail aims to improve gender diversity.
- In our December article for Huffington Post, Adeline Ginn looked at how rail firms are off track with gender diversity and how they can work to improve this.
- In December's edition of The Guardian's - A Day In The Life Of, Women in Rail member Collette Gibson (pictured) provided an insight into her daily routine as a train driver. The piece received 145 shares on social media platforms.
- In January, The Daily Mirror pointed to Women in Rail as a go-to for advice on getting a career in the rail sector.
- The Guardian looked to Women in Rail for comments on The Department for Transport's Skills Strategy, which set a target for the number of women starting work in the transport sector to match men by 2030.
- In February's Rail Professional, Jodi Savage asked what each of us can do to improve gender diversity, following the release of Women in Rail's Industry Report.
- Railway News covered the launch of Women in Rail's search for the Most Inspirational Woman in Rail in February.
- RAIL also showed their support of Women in Rail's search for Most Inspirational Women in Rail in February, urging readers to nominate their inspiration.



## 'Considering a career in rail? Explore all options, not just 'female' roles'

Train driver Collette Gibson on 4am starts, chasing her dream job, and how the industry has changed



Collette Gibson: 'Even after 16 years, I still get a kick out of seeing people's reactions when I run into a station and they see I'm a woman.' Photograph: PR