

Dear Colleague,

We are delighted to enclose our eighth newsletter. We have had a brilliant nine months, with some monumental milestones being reached. One of these is the news that Women in Rail is now a registered charity, which we are thrilled about. This means that we are moving ever closer to our goal of being able to reach as many women as possible throughout the industry with the aim of supporting them as much as we can, and also inspire our future generations to consider a career in rail.

Furthermore, we had some brilliant events and initiatives take place in 2016, with The Big Rail Diversity Challenge going down a storm, the 20 Most Inspirational Women in Rail shining a light on the amazing work women are consistently doing within our industry and our annual conference on 7 December.

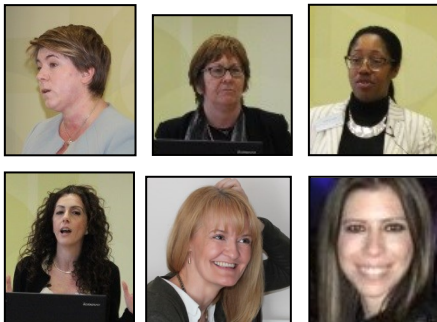
We are very much looking forward to 2017 and would like to wish you a Merry Christmas and a fantastic New Year!

The WR team



7 December 2016 - Women in Rail Annual Conference

On 7 December, WR held its annual conference, in collaboration with the National Skills Academy for Rail (NSAR). The theme of the conference was “Developing Talent”.



Speakers at the WR conference which took place in the morning included Bernadette Kelly (Director General, Rail Group, Department for Transport), Shamit Gaiger (Director of Strategy NSAR), Valerie Todd (Talent and Resources Director, Crossrail), Clair Mowbray (Chief Executive, National College for High Speed Rail, HS2) and Nicki Crossland (Managing Director, Qi Performance).

The afternoon part of the conference was led by NSAR and included speeches from Neil Robertson (CEO of NSAR), Anna Delvecchio (Commercial Account Director for Amey Rail and Consulting), Neil Franklin (Head of the Skills Intelligence Unit for NSAR) and Richard Postance (Head of Ernst & Young’s Energy & Assets practice).

Over 125 men and women attended the conference and the feedback has been fantastic.

A big thank you to all the speakers and to Ashurst Solicitors for hosting the event.



14 October 2016 – The Big Pink

A big THANK YOU to everybody who participated in The Big Pink on 14 October and raised money for Breast Cancer Care!

We loved seeing your efforts....





30 September 2016 – The Big Rail Diversity Challenge

In September, the inaugural Big Rail Diversity Challenge was held at Bruntingthorpe Proving Ground in Leicestershire.

The event, which set out to show that gender diverse teams work better together, was a huge success, with 30 teams with a gender ratio 50% male and 50% female going head-to-head in physical and mental challenges, ranging from supercar driving to Soapbox building via “just a minute” and mind boggling quizzes.

The event was also a very important step in the rail industry agenda, openly seeking to disprove one of the most destructive myths in professional life: that women and men cannot work effectively together.

We had a fantastic time and would like to pass on our congratulations to the winning teams:

- The Best Team Name: ‘The Nuts and Bolts’ (Porterbrook Leasing Company)
- Best Shelter: Fusion (Bam Nuttall)
- Team of the Year 2016: Aequalitas et Diversitas (Govia)

Thank you to everybody who took part: we raised a brilliant £886 for The Railway Children.

You can see pictures of the event on The Big Rail Diversity Challenge website: www.bigraildiversity.co.uk.

You can register now on TBRDC website to take part in the next Big Rail Diversity Challenge on Friday 9 June 2017 at the Peterborough Arena!

Back in June 2016, we announced the 20 Most Inspirational Women in Rail.

Launched in February, the survey was the first of its kind, celebrating women in the UK railway sector who have positively influenced others over the course of their railway career and are an inspiration to peers, colleagues and those interested in joining the rail industry.

Nominees were judged on their number of nominations, the impact they had on colleagues, customers and the future of the rail sector.

Women in Rail received nearly 200 nominations from men and women across the industry and the top 20 were chosen by Women in Rail’s Steering Committee.

To commemorate their success, we created a report, featuring interviews with these outstanding women, which you can access and read on our website womeninrail.org.



20 Most Inspirational Women in the UK Rail Industry 2016

28 June 2016 – Mentoring Workshop

Women in Rail supported Railweek - an industry-wide programme of events and outreach, targeted at schools colleges and universities and organised by Young Rail Professionals (YRP) - by hosting a mentoring workshop in London on 28th June.

The fun interactive session was led by David MacKinnon (Organisational Development Manager, HR, at Angel Trains) and Mike Taylor (Managing Director, Accelerating Experience Limited and formerly member of EMCC (the Mentoring and Coaching industry body's) Executive and Advisory Boards) who both have extensive experience in training, coaching and mentoring mid to senior managers and executives.

The workshop comprised presentations and practical exercises to help attendees get a better understanding of mentoring, develop the skills to be a successful mentor and/or mentee and foster a rewarding mentoring relationship. It also involved testimonies from mentors and mentees currently taking part in the Women in Rail Mentoring Programme. It was a fantastic afternoon and the feedback received has been extremely positive.

RAILWEEK
27 JUNE - 3 JULY



Women in Rail 2017 Mentoring Programme

PLEASE, we need more mentors!

Over 318 mentors and mentees have registered for the Women in Rail 2017 Mentoring Programme which is fantastic. We are currently undergoing the matching process and mentors and mentees should be notified of their match in January 2017.

Registration for mentees is now closed but we are short of a few mentors in the regions this year so, if you can spare 8 hours a year to help guide a younger person within our industry, please help us by registering on: <http://womeninrail.org/mentoring/mentoring-information/>. Thank you!

The programme, which brought together 131 pairs of mentors last year, is developed to help women and young professionals working in UK rail receive advice and support from a more senior industry professional to further their career and realise their full potential. The Programme aims to show people within and outside of the rail industry that our sector is willing to support its women and young professionals.

This year, WR is running the Programme in collaboration with YRP.

South and Wales Regional Groups

In 2017, Women in Rail will be opening Regional Groups in the South, Wales and Scotland. The **WR South Regional Group** will be lead by **Anna Delvecchio (Amey)**.

If you like to be involved in [supporting the group](#) or included in the Group's mailing list to be [notified of upcoming events](#), please register using the "Contact Us" page of our website www.womeninrail.org, stating your location. Many thanks!



Anna Delvecchio



April 2016 - Launch of the WR West Midlands Regional Group

In April, Women in Rail held a workshop "Building a Good Network" in Birmingham. The workshop was sponsored by law firm Shakespeare Martineau and launched the WR West Midlands Regional Group.



The **WR West Midlands Group** is led by **Nicki Crossland (Qi Performance)** and former HR executive at Bombardier Transportation).

The Group held its first networking event on 30th September: a coffee morning for Macmillan Cancer Support. It was a huge success, attended by over 40 people, and kindly hosted by the Midland Metro Alliance at its offices in Birmingham. A total of £300 was collected for the trust.

You can join the WR West Midlands Regional Group here: enquiries@wirwm.co.uk.



Nicki Crossland
Qi Performance



Jennie Pitt
Virgin trains



Amy Pressland
DB Cargo

May 2016 – Launch of the WR Yorkshire Regional Group

In May 2016, Women in Rail held a self-confidence workshop in York and launched the WR Yorkshire Group.

The workshop, sponsored by VTEC, was led by *Funny Women* who asked attendees to challenge their inhibitions, embarrassment and self-deprecation using stand-up comedy techniques, body language and humour. It was a fantastic afternoon (and evening) and Women in Rail would like to give a huge THANK YOU to VTEC for sponsoring the workshop and to Funny Women for their fun, enthusiasm and creativity during the day.



The **WR Yorkshire Group** is led by **Jennie Pitt (VTEC)** and **Amy Pressland (DB Cargo)**. If you like to be involved in [supporting the group](#) or [included in the Group's mailing list](#), please register your interest using the "Contact Us" page on our website: www.womeninrail.org, specifying your location. Many thanks!

July 2016 – Launch of WR East Midlands Regional Group

In July, Women in Rail held an unconscious bias workshop in Derby to celebrate the launch of its **East Midlands Regional Group** headed by **Kristin Thorslund (Bombardier Transportation)**.

The workshop, sponsored by Porterbrook, was led by Rosie Pollock from Inclusive Employers and was an interactive and fun session where attendees were given a chance to understand the science of unconscious bias and were given methods and techniques for managing and reducing it, including self-assessment methods and 'coping strategies'.



We need volunteers to help [support the group](#) so if you are interested in helping or be [notified of news and events](#), please register your interest using the "Contact Us" page on our website: www.womeninrail.org, specifying your location. Many thanks!



Kristin Thorslund
BOMBARDIER
the evolution of mobility



Debbie Francis



September 2016 – Launch of WR North West Regional Group

In September, Women in Rail held a workshop on networking skills in Manchester and launched the WR North West Group.

The workshop, sponsored by Alstom, saw attendees take on practical exercises to use humour effectively in every area of their lives, not just in business, to break the ice and network efficiently and was followed by a wine tasting session. The event was generously sponsored by Alstom.



The **WR north West Regional Group** is led by **Debbie Francis (Direct Rail Services)** and **we are looking for volunteers** to support the Group, so if you are interested in helping or wish to be [included in the mailing list and notified of news and events](#), please register your interest using the "Contact Us" page on our website www.womeninrail.org, specifying your location. Many thanks!

Women in Rail in the news

In 2016, we have been busy discussing issues faced by women in rail in the national and trade media and received some brilliant coverage on the Women in Rail Industry Survey report.

- **Huffington Post:** in March, we explored the art of not saying sorry and how to master language to convey confidence and succeed in a professional setting; for International Women's Day, we called for women to blaze a trail of their own and shared advice from industry stalwarts, including Dyan Crowther and Anna Walker; in May, we discussed how job adverts can discourage women from applying for roles; in September, in light of the political changes happening and the subsequent influx of female politicians reaching the top, we spoke about what the rise of female politicians means for our future generation of women.
- **Rail Professional:** in March, we looked at the reasons why rail needs to rethink its image; in April, Jodi Savage of Wabtec Rail explored why men and women differ in leadership styles; in May, we spoke about the limited availability of flexible working within the rail industry; in September, we explored how women, and men, can boost their levels of self-confidence and why it matters in the workplace; in October, Clare Burles of Virgin Trains East Coast discussed the under-representation of women in the rail industry; in November, we published an article in which we gave a rundown of The Big Rail Diversity Challenge and also talked about how companies can attract and keep women in your organisation.
- **Railway News:** in March, we spoke about Crossrail's shortlist of notable women to name its tunnel boring machines, which included two wives of engineers and eight fictional women - we named a number of successful female engineers that could have been more apt; in June, we spoke on the 20 Most Inspirational Women in Rail shortlist; in July, we published a double page interview with Adeline Ginn, founder of Women in Rail, and looked at her personal career choices, her view of the rail sector and how Women in Rail is looking to improve the industry moving forward.
- **Railway Technology:** in March, we published a feature on the Women in Rail's study on gender diversity in the UK rail industry which explored the barriers to women and how to close the skills gap; in August, we published an article in which we discussed what Women in Rail has achieved since being founded and The Big Rail Diversity Challenge.
- **Plotr:** in April, we discussed Women in Rail's Industry Survey and mentoring in an article encouraging women to consider engineering as a career.
- **Management Today:** in July, Adeline Ginn was featured in 'three top reads', a piece based around the three books Adeline felt had made an impact on her in one way or another; in September, we discussed stereotypes in the rail industry and flexible working.
- **Smart Rail World:** in July, Adeline Ginn featured in its 5 minutes interview which looked into Adeline's personal career journey as well as the work Women in Rail does.
- **Inspiring Women Conference:** in November, Adeline Ginn spoke at the Inspiring Women Conference organised by Management Today in front of 350 men and women on the challenges faced in her rail career.

THE HUFFINGTON POST

Rail Professional

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Today's news for tomorrow's railway

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RTM