



Rail Professional
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Women in rail Adeline Ginn



Women in Rail targets sustainability with repowered Mentoring Programme

Adeline Ginn, General Counsel at Angel Trains and Founder and Chair of *Women in Rail* fills us in on their activities in October

October saw Women in Rail launch its newly repowered Mentoring Programme, to much acclaim from the industry. As a charitable organisation with limited resources, we have had to be nimble and adapt to changing environments to ensure we continue to provide our members with the support platform they need.

The newly repowered Mentoring Programme does just that. It is sustainable, scalable and transferrable. It calls on industry wide engagement and on rail companies to partner with us to help develop and foster male and female talent in our sector.

Women in Rail is a charity and our aims have always been simple and altruistic. We exist to champion gender balance, diversity and inclusion in the rail industry. We work to support our sector evolve into an industry with a workforce that is reflective of the general public and an industry that thrives by harnessing the large pool of talent available to it.

The repowered Mentoring Programme takes the next step for Women in Rail as

a charitable organisation. By partnering with Moving Ahead, a specialist company behind the mentoring programmes of the 30% Club, Marks & Spencer, PwC and EY to name a few, we have developed a mentoring programme for 2019 that will offer career changing benefits to the young professional talent in our sector.

This year, the programme is open to women but Women in Rail intends it to be expanded to men working in the industry from 2020, ensuring everyone employed in railway has an opportunity to benefit from this initiative.

The newly structured Women in Rail mentoring programme builds upon the successes of our existing unique cross-industry format to deliver a sophisticated scheme that will benefit the sector as a whole. Participation cost £250 per person for the nine months of the programme and covers matching, training, networking events and ongoing support.

Understanding that we are, at our core, an organisation that is founded on the principle of inclusion, we have developed a Pro Bono Fund for the programme. This Fund has been created to provide access

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to mentoring for women in the UK rail sector that are not part of a participating organisation.

Strict eligibility criteria apply, but we are offering this opportunity to women who are actively seeking work, women in transition, on maternity or care leave, as well as those who are unable to access the scheme through their employer. Most importantly, the allocation of the Pro Bono Fund will

be heavily informed by our core aim of promoting diversity and inclusion in the UK rail sector.

The rail industry is evolving. We are a sector full of passionate individuals striving towards making a positive change. The re-powered Women in Rail Mentoring Programme has already been the subject of a great response from the industry and we are looking forward to working in partnership

with rail companies to ensure their male and female talent receive the support they need to thrive and realise their full career potential in UK rail.

Registration for the Women in Rail re-powered Mentoring Programme is open until December 3rd, 2018. To enrol a member of your organisation please visit <http://womeninrail.org/mentoring/>