



Rail Professional
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Women in rail Adeline Ginn



Women in Rail repowers mentoring scheme for 2019

Women in Rail's hugely successful cross-industry mentoring programme is being re-invigorated as we enter 2019 with enhanced momentum

The WR mentoring programme has been hugely successful since its inception in 2014, with participation growing from 12 pairs in its first year to 260 pairs in 2017. This year, the WR team has decided to 'repower' it as a cutting-edge cross-

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The purpose of the repowered WR mentoring programme is to continue providing powerful partnerships between burgeoning talent and senior executives, with an increased effort on increasing diversity across the rail sector. Starting with gender diversity as the core focus we will embrace diversity over time, championing lateral thinking, cross-fertilisation of ideas, thinking and networks in the industry.

To ensure the continued success of the programme, this year, we are reaching out to organisations in UK rail, encouraging them to proactively collaborate with us by putting forward mentors and mentees from their own workforce to take part in the scheme, at a cost of c.£250 per individual.

The repowered programme retains its unique selling point of a cross-industry mentoring initiative where mentees are matched with a mentor from a different company, based on the requirements they have entered on their profile (which include location, personal interests, technical skills and experience).



Our collaboration with Moving Ahead will enable us to make the matching of mentor and mentee a cutting-edge process, providing the best possible partnership for both parties. Matching will be carried out by



Atlas, Moving Ahead's world class algorithm, and reviewed by the WR mentoring team, in collaboration with Moving Ahead and participating organisations.

Mentors and mentees will be given access to an intranet. They will also receive professional training via an online learning platform, live workshops and masterclasses and be invited to attend networking events where they will have an opportunity to expand their network within the UK railway industry.

In line our core charitable aims, we are also launching a Pro-Bono Fund. The purpose of such charitable Fund is to enable women associated with the UK railway industry to take part in the Programme as a mentee free of charge.

Eligible women will be job seekers, women in transition, on care leave or women from organisations not able to take part in this initiative, with consideration being given to WR's core aim of promoting diversity in UK rail. Of course, specific and strict eligibility criteria will apply.

As in previous years, the mentors will be experienced men and women working across the UK rail industry. For 2019, the programme will continue to focus solely on female talent for its mentee intake. However, from 2020, WR intends the programme to include both men and women working in the industry, ensuring everyone employed in our railway has an opportunity to benefit from this initiative.

The repowered WR mentoring

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programme is supported by the DfT, the Rail Delivery Group, Network Rail, Morsion and BEIS, and will be officially launching on October 4. For more information, please email w@womeninrail.org.