

Women in rail

Adeline Ginn



Women in Rail in 2020

Let's continue to work together as one team in 2020 and give our industry the workforce it deserves, says **Adeline Ginn MBE**, Founder and Chair of Women in Rail

Steve Jobs wrote: 'Great things in business are never done by one person. They're done by a team of people.'

This is certainly true of Women in Rail (WR). The success of the charity in the seven years since it launched is the result of great teamwork: the passion, commitment and hard work of the WR board, Regional Leaders, their Steering Committees and of all the volunteers who support us. I hope you enjoyed reading about our 2019 achievements in the Report we issued last December.

For my part, nothing is as rewarding as being part of a great team. I feel privileged to be working with such dedicated, committed and passionate colleagues, men and women, who deeply care about pushing forward the gender balance, diversity and inclusion agenda in UK rail alongside their day job.

The strength of the WR team is that we share not only the same passion for the charity's vision but also the same values. We treat each other with respect and our behaviours are aligned. I therefore look eagerly into the New Year,

continuing to work with such fantastic colleagues, supporting women across the country, creating new partnerships and strengthening existing collaborations.

So what do we have planned for 2020? Our Regional Groups have spent the last few weeks planning exciting networking events and development workshops for this year to continue supporting WR members across the country, so watch out for their news on the WR website.

We are expanding our Never Mind the Gap initiative nationally. Please support this life changing initiative by reaching out to Sarah Reid, Chair of WR East Midlands, and offer two weeks work placements to women in transition, on leave or out of employment.

This year, we have opened our cross-industry mentoring programme to male mentees to foster diverse thinking and cross-fertilisation of ideas in rail. We will kick-off the mentoring relationships at an event in London on 27th February, having completed the matching process and training of Programme Partners, mentors and mentees.

In March, SWIFT will launch on the WR

website, delivering a first in class peer to peer network to women in executive roles and their male allies and a robust support and development platform to high potential female talent in UK rail.

On 6th May, we will host our third Women in Rail Awards in Camden, London, to showcase and reward men, women, teams and companies who are going the extra mile to promote gender balance, diversity and inclusion in our industry so hurry up and submit your entry now as nominations close on 7th February!

On 25th June, we will encourage diverse teams to compete in head-to-head mental and physical challenges at our fourth Big Rail Diversity Challenge at Newark Showground. A great day of fun and a fantastic opportunity for team building and cross-industry networking.

The WR team is passionate about working with you to create a gender balanced, diverse and inclusive workforce for UK rail. Let's strengthen our partnership in 2020.

To find out more about Women in Rail visit our website wr@womeninrail.org or register to receive news from your local regional group at www.womeninrail.org/contact-us.

Adeline Ginn was awarded an MBE in the New Years Honours list 2020 for services to the rail industry

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