

# WOMEN IN RAIL

## CROSS-COMPANY MENTORING PROGRAMME

2023 INFORMATION PACK



*Advancing workplace talent, diversity, equity and inclusion*





“The feedback from both mentee and mentor is incredibly positive, not only for them as individuals but the “ripple-effect” of what they will take back into their businesses.”

Christine Fernandes,  
Chair, Women in Rail  
at Women in Rail



“I joined the programme at a time when I was stuck in my career, stuck within myself and couldn't see how I was going to move forward. I was paired up in a mentor/mentee partnership and all I can say is wow! it was the magic ingredient that I added to everything else to get where I am today.”

Rajinder Pryor, Women in Rail Board Trustee and WR Awards  
Inspirational Woman of the Year 2018.

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# About Women in Rail cross-company mentoring

Become part of the incredible community committed to advancing diversity, equity and inclusion in the rail sector.

The Women in Rail mentoring programme is a sustainable, scalable and transferable cross-company initiative designed to provide a support platform for people in UK rail to grow. Launching for the ninth year in April 2023, the programme seeks to:



Champion diverse thinking and provide a safe and structured environment for sharing lived experiences



Offer career development via the programmes masterclass series and one-to-one mentoring conversations



Facilitate the cross-fertilisation of ideas and collaboration across networks



Promote diversity in rail, with gender diversity as the core focus but embracing broader diversity stands as well



Provide a cost-effective and easy to implement way of supporting underrepresented employees.

Delivered by **Moving Ahead** – whose mission is to improve workplace DE&I through the power of structured mentoring – this nine-month, ‘ready-to-go’ programme brings together like-minded and forward-thinking colleagues from across the industry, empowering them to create meaningful change.

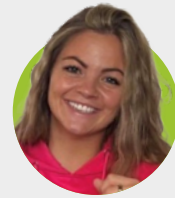
## What’s does it involve?

- ▶ Nine-month structured developmental mentoring programme
- ▶ Expertly matched pairs, where mentors and mentees both benefit and learn
- ▶ A series of five live and digital events to engage, educate and inspire
- ▶ World-leading speakers delivering thought provoking and educational content
- ▶ Mentoring training to ensure the opportunity to participate is maximised

## Why cross-company mentoring?

What makes this approach so special is that it provides mentors and mentees with fresh perspectives and exposure to alternative ways of working. It’s a unique chance to learn about how other organisations are doing things differently and a safe space, away from organisational politics, for participants to really open up.

The programme has received endorsements from DfT, RDG, BEIS and key rail companies, with previous participating organisations including Network Rail, ORR, Southeastern, GWR and HS2.



“Without a doubt the best part of mentoring programme has been getting offered the job I set out to achieve.”

**Lucy, Network Rail mentee**

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“It felt much more like co-mentoring, as I began to think about my own communication and ways to continually improve it. This is the benefit I’ve gained from the mentoring programme.”

**David, Thales mentor**

[READ THE CASE STUDY ▶](#)

## Watch our films:

[WR MENTORING PROGRAMME ▶](#)

[CAREERS IN THE RAILWAY INDUSTRY ▶](#)

# How the programme works



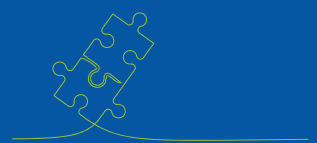
Nine month programme launching annually in the Spring. Mentoring pairs meet at least five times.



Feature a series of three core learning events delivered online in addition to two masterclasses



Cross-company programme for the UK rail sector promoting cross-fertilisation of ideas and networks



Require organisations to nominate equal numbers of mentors and mentees

## About Moving Ahead

Moving Ahead is a social impact organisation on a mission to revolutionise the world's workplaces, by advancing diversity, equity and inclusion. Moving Ahead has, to date, supported more than 20,000 mentoring partnerships across more than 600 organisations, 50 sectors and 32 countries. Moving Ahead design and deliver this mentoring programme in collaboration with Women in Rail. Read more about Moving Ahead [here](#).

## Key features

- ▶ **Mentees:** The programme has evolved over time to be open to high potential mentees from all genders. Mentees identifying as men will be matched to women mentors only.
- ▶ **Mentors:** Experienced leaders, 15+ years' career experience.
- ▶ **Matching** is carried about by Moving Ahead, and there is an opportunity for key representatives in each organisation to feed into and review their matched pairs.
- ▶ Participants receive training, education, inspiration and networking opportunities via the five learning events.
- ▶ Bitesized digital learning films and a guide book help mentors and mentees to make the most of the opportunity and to develop valuable mentoring skills.

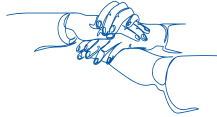
Participating organisations are encouraged to consider the diversity\* of their mentors and mentees when making their selections and, to the extent possible, put forward at least two mentors and two mentees from their diversity networks, taking into account the nine protected characteristics.

“ The purpose of the programme is to provide people working in rail with a platform to champion diverse thinking, cross-fertilisation of ideas, networking and career development. ”



**Adeline Ginn, MBE**  
Founder of Women in Rail

# The impact of our programme



Retain, accelerate, and build visibility of diverse talent while engaging and developing your leaders as inclusive allies and role models.



Clear impact on your diversity and inclusion goals, reporting and potential charter/campaign commitments.



Tangible personal and professional development for mentees and mentors advancing diverse talent while also engaging the support of leaders as advocates.



“I've been offered an opportunity which I might not have achieved without my mentor!”

Lei, Atkins mentee

[READ THE CASE STUDY](#) ▶



“It's been so rewarding to guide someone who needed an entire career steer, as opposed to someone with a traditional route into the rail industry.”

Carolyn, independent advisor for the rail industry, mentor

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## 2021 programme stats



**93%**

of mentees and

**80%**

of mentors would

**recommend** this

programme to a colleague

**82%**

of participants

would actively seek

out a **mentoring**

**relationship** again

**1 in 5**

mentees achieved

a **promotion**

during in the 2021

programme

**79%**

of mentees and

**60%**

of mentors **saw their**

**workplaces differently** as a

result of the programme



# Programme fees

Fee	Number of pairs	Cost per person
£4,000	5 pairs (10 people)	£400
£7,000	10 pairs (20 people)	£350
£12,000	20 pairs (40 people)	£300

Note: All costs are exclusive of VAT.

Interested to hear more?

Contact Moving Ahead: [contactus@moving-ahead.org](mailto:contactus@moving-ahead.org)

Thank you  
to our participating  
organisations

