



WOMEN IN RAIL

MENTORING PROGRAMME 2026



Together, we're accelerating business growth and innovation in the rail industry by advancing high-performance, inclusive cultures where all talent thrives.



MOVING AHEAD

WOMEN IN RAIL

Women in Rail is a powerful cross-company mentoring programme connecting rail professionals with experienced leaders from different organisations, creating transformative opportunities for growth and career development.

This programme is delivered by Moving Ahead, a world leader in the design and delivery of structured mentoring and development programmes, on behalf of Women in Rail, the UK's leading advocate for gender balance and equity, diversity and inclusion (EDI) within the rail industry.

Over the past seven years, more than 2,700 participants from 47 organisations have benefited from this impactful programme.

As a structured mentoring initiative, this programme is a brilliant example of how organisations can work within the UK legal framework for positive action to support strategic talent.

- ▶ **Mentees:** This programme is open to high-potential individuals of all genders. Male mentees will be matched to mentors identifying from a different gender.
- ▶ **Mentors:** Experienced leaders with 15+ years' professional experience
- ▶ Cross-company, cross-sector mentoring matches provide a **unique space for open conversations** that spark powerful transformation. In addition to their mentoring partnership, mentors and mentees participate in structured learning streams through Development Labs - expert-led workshops that support personal growth and provide key skills for career development.

WATCH THE PROGRAMME FILM

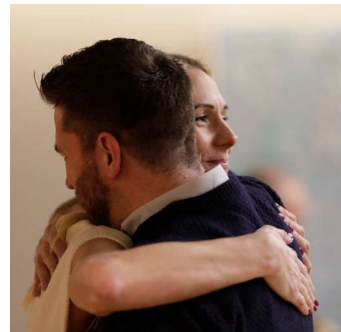
AT A GLANCE

- ▶ Powerful cross-company, matching and networking
- ▶ Supports all employee levels
- ▶ Scalable: from 20 to 200 colleagues per cohort
- ▶ Organisations provide an equal number of mentees and mentors
- ▶ World-leading career development for both mentees and mentors
- ▶ Comprehensive Moving Ahead support including: high-quality matching, participant communications, dedicated Client Partner contact and inbox support
- ▶ Impact tracking and reporting

FEES

5 pairs **£5,000**, 10 pairs **£8,000**, 20 pairs **£14,000**.

Our recommendation is to start with 20 pairs. Please contact us to discuss cohorts of over 20 pairs.



“ The purpose of the programme is to provide people working in the rail industry with a platform to receive support for their professional development and growth whilst at the same time encourage diverse thinking and cross-fertilisation of ideas. ”

ADELINE GINN MBE
FOUNDER OF
WOMEN IN RAIL



WOMEN IN RAIL HAS ALREADY BENEFITTED MANY ORGANISATIONS INCLUDING:



“ My mentor helped me think differently about my job, distinguish between urgent and important work, and plan for the future. The conversations gave me confidence to be proactive and work towards my career goals. ”

MENTEE

“ I think everyone who can should take part in this. It has opened my eyes to so many things and helped me become a good mentor, and also, in my job role as a leader. I hope I get to do this again in the future! ”

MENTOR

Women in Rail has a significant impact on mentees' skills, development and confidence, with **45% reporting career advancement** in our latest cohort.

INDICATIVE TIMELINE

We're delighted to announce that this year's **in-person launch** will take place in **Birmingham**



PARTICIPANT TIME COMMITMENT

Mentors and mentees **commit to meeting** (virtually or in person) **at least five times** throughout the programme, with training specific to their roles as mentor or mentee provided.

“ Mentoring is such a valuable part of many career journeys. A few open questions, shared experiences, and careful listening can spark real breakthroughs in how a mentee thinks about their next steps and how to move their career forward. It doesn't need to be complex. Mentors can benefit as much as the mentee - gaining fresh perspectives and helping problem solve is deeply rewarding. At Network Rail, we're building a culture where inclusive leadership means listening deeply, challenging assumptions, and unlocking the energy that comes from diverse thinking. That's how we shape a railway that reflects the communities we serve. ”

JEREMY WESTLAKE, CHIEF EXECUTIVE, NETWORK RAIL



Registration is open: Sign up [here](#)

THE LEARNING JOURNEY

DEVELOPMENT LABS

This year we have three powerful Development Labs which will inspire and engage participants, provide tools for growth, stimulate new ways of thinking and spark extraordinary conversations.



DEVELOPMENT LAB 01

Holiday Phillips

Driving career progression

Holiday Phillips a leadership coach master facilitator, organisation and community advisor. She specialises in building high performing, cultures of belonging and supporting heart-centred leaders to lead with integrity.

This Lab focuses on:

- ▶ Understanding why doing a great job isn't enough to get noticed and how to put yourself in the driving seat with your career
- ▶ Considering how to use your networks to increase your exposure and access to opportunities
- ▶ Having a framework to help you make better decisions about the career you want.

“ RSSB and the Women in Rail mentoring programme have both benefitted from an established partnership spanning several years. The programme has been hugely valuable in supporting the career development of RSSB colleagues who signed up. As a mentor, I have been immensely privileged to have had the opportunity to learn from others and share some of my experience. ”

MARK PHILLIPS
CHIEF EXECUTIVE OFFICER, RSSB



DEVELOPMENT LAB 02

Dr Kate Goodger

Sustainable performance

Dr Kate is one of the most experienced performance psychologists in Olympic sport in the UK having worked with Team GB athletes and medallists at seven Olympic Games. She is a high-performance coach and facilitator, working with leaders globally.

This Lab focuses on:

- ▶ Achieving sustainable performance in the working week by developing boundaries and creating thinking time
- ▶ Helping us to understand what our body budget is and its impact on how we show up for ourselves and others
- ▶ Gaining insight into recovery and capacity building strategies
- ▶ Building a 'next step' plan manage your capacity and body budget

“ The Women in Rail mentoring scheme is a vital initiative that champions diversity within the industry, empowering women and other marginalised groups to achieve their full potential. RDG has participated in the scheme since its inception in 2019 and it continues to equip our people with invaluable insights, confidence and leadership skills, as well as providing excellent networking opportunities. ”

JACQUELINE STARR
CHIEF EXECUTIVE OFFICER, RAIL DELIVERY GROUP



[Register](#) | [Arrange a call](#)

TAKE ACTION *today!*

Be part of this journey, movement, and mission to shape the future of high-performing, inclusive workplaces.

Sign up to

WOMEN IN RAIL 2026

“ The Women in Rail mentoring programme is at the heart of our mission – to attract, support, develop, and retain women in the rail industry while championing allyship. As the rail industry evolves, there has never been a more vital time to embed these principles across the sector. For organisations committed to DEI, the Women in Rail mentoring programme provides a powerful opportunity to turn intent into impact and drive meaningful change. ”

MARIE DALY

CHIEF OPERATING OFFICER, TRANSPORT FOR WALES (TFW), CHAIR OF 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 MBE, WOMEN IN RAIL BOARD TRUSTEE,

HEAD OF BUSINESS PARTNERING (SOUTHERN), ROUTE SERVICES, NETWORK RAIL AND WR AWARDS INSPIRATIONAL WOMAN OF THE YEAR 2018



POWERED BY *Moving Ahead*

We are proud to be a world leader in the design and delivery of structured mentoring, sponsorship, and development programmes as powerful catalysts for change - unlocking human potential through transformative learning experiences.

Our mission is to **accelerate business growth and innovation** by **advancing high-performance, inclusive cultures** where all talent thrives. We convene and connect global organisations, campaigns and leaders to drive this mission forward.

To date, Moving Ahead has supported more than

40,859

individuals

477

organisations

43

sectors

77

countries

The golden thread that runs through all of our work is the development of **inclusive skills and cultures**; every Moving Ahead programme is created through a lens of diversity, equity and inclusion, which is part of our DNA.

[FIND OUT MORE ABOUT MOVING AHEAD](#)

The Women in Rail mentoring and development programme is run by Moving Ahead in partnership with Women in Rail. This programme is built to directly and intentionally support the growth of people within the UK rail industry.

We welcome the chance to collaborate with you to align your organisation's unique current context through the Women in Rail programme's award winning approach.

MENTORING | SPONSORSHIP | INCLUSIVE LEADERSHIP | SPEAKERS | COACHING | DE&I TRAINING

