

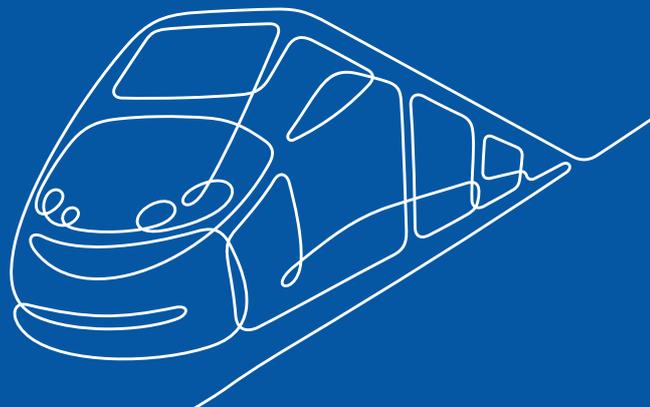
# WOMEN IN RAIL

CROSS-COMPANY MENTORING PROGRAMME

2025 INFORMATION PACK



Advancing workplace talent, diversity, equity and inclusion

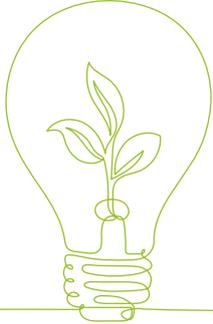


PROUDLY CELEBRATING

10 years

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“ 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

# AN INTRODUCTION TO WOMEN IN RAIL CROSS-COMPANY MENTORING

Become part of the incredible community committed to advancing diversity, equity and inclusion (DE&I) 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.

The Women in Rail mentoring programme is designed and delivered in collaboration with Moving Ahead, 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 **32,000 participants globally**, from **450 organisations** in **over 60 countries** across **30 sectors** including a third of the UK FTSE100 companies

Through our partnership, **over 1600 participants** from **42 organisations** have participated in the Women in Rail mentoring programme in the last five years. The 2023 cohort welcomed **452 mentees** and **mentors** from **24 organisations**.

Find out more:

WR MENTORING  
PROGRAMME ▶

READ THE 2023  
IMPACT REPORT ▶

Launching for the eleventh year in April 2025, the programme seeks to:



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



Offer career development via the programme's 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

“ I am delighted to be part of an organisation such as Transport for Wales who remain committed to the development of its people through the Women in Rail Mentoring Programme. I have loved hearing from mentors and mentees on how this initiative has enabled diverse thinking, career development and feeling part of something much bigger. ”



MARIE DALY, WOMEN IN RAIL CHAIR AND CHIEF CUSTOMER AND CULTURE OFFICER, TRANSPORT FOR WALES

At Moving Ahead we are passionate about the power of mentoring and the positive impact it can have. Structured developmental mentoring programmes for underrepresented groups have been shown to improve manager level representation in organisations by up to 24% over five years<sup>1</sup>.



The Women in Rail cross-company mentoring programme is a ready-to-go, proven, practical and powerful way to advance workplace diversity, equity and inclusion with incredible results. The programme is a fantastic way to actively support the commitments of the joint Women in Rail (WR) and Railway Industry Association (RIA) Equality, Diversity & Inclusion Charter promoting positive change across the railway industry through empowering and educating leaders, creating inclusive environments where employees are heard and championed, and collaborating to share best practice.



#### At a glance:

- ▶ Nine-month structured developmental mentoring programme
- ▶ Expertly matched pairs, where mentors and mentees both benefit and learn
- ▶ Each organisation selects equal numbers of mentors and mentees
- ▶ A series of 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
- ▶ An unrivalled opportunity for organisations to network and build new relationships



#### 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, allowing participants to really open up.

Women in Rail mentoring has received endorsements from Department for Transport, Rail Delivery Group, Department for Business Energy and Industrial Strategy and key rail companies, with previous participating organisations including Network Rail, Rail Safety and Standards Board, AtkinsRealis, HS2, Hitachi, Avanti West Coast.

“Cross-company mentoring is invaluable as it allows people to hear and learn from other organisations; how they operate; how they do business. It enables mentors and mentees to share successes with pride.”

**TANYA GORDON,**  
MOVING AHEAD FACILITATOR

<sup>1</sup> Harvard Business Review, 2016

## How the programme works

Women in Rail cross-company mentoring is a nine-month programme for the UK rail sector launching annually in the spring. The programme promotes the cross-fertilisation of ideas and networks through mentoring relationships and events.

Participants receive training, education, inspiration and networking opportunities via five learning events. Bite-sized digital learning films and guides help mentors and mentees to make the most of the opportunity and to develop valuable mentoring skills.

Participating organisations gain access to an energetic community who learn from each other and unite in their mission to promote workplace diversity, equity and inclusion. A Programme Partner is identified at each organisation and becomes the key point of contact, helping to strategically select mentors and mentees, support participants through their journey, showcase the programme's impact internally and to provide feedback to Moving Ahead.

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 taking into account the nine protected characteristics.



“ 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

## Who are the mentors and mentees?

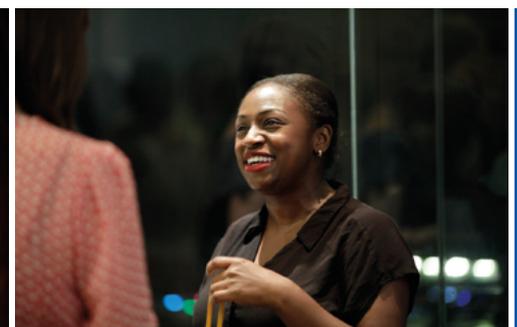
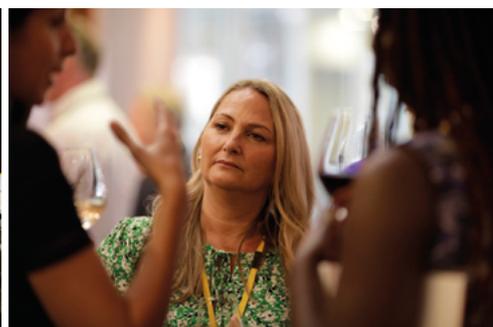
Mentors and mentees should be from roles across the organisation

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**MENTEES** The programme has evolved over time to be open to high potential individuals regardless of gender. Male mentees will be matched to mentors identifying from a different gender.

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**MENTORS** Experienced leaders, 15+ years' professional experience



## What is involved?

### Creating cross-company matches

At Moving Ahead we believe in the power of human connection to make the world a better and more inclusive place for all. Creating meaningful mentoring relationships is at the heart of our approach.

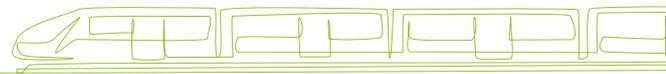
Once signed up, organisations submit an equal number of mentors and mentees to the Moving Ahead team. We will then match your cohort based on our tried and tested criteria. Participants are manually matched by the team, who are experts in identifying successful partnerships.

“ I have absolutely benefited from working with an external mentor that has also opened up my networking opportunities. My mentor has broadened by perspective and network group. ”

WOMEN IN RAIL MENTEE

“ Mentoring has the potential to shape professional development and equip colleagues with the right skills to achieve their career goals. I have seen first-hand the benefits of good mentoring and the ability to broaden perspectives and empower inclusive thinking throughout the workplace. ”

ANDREW HAINES, Chief Executive, Network Rail



Our matching criteria means that your cohort will be paired with someone who is:

- ▶ Preferably from a different organisation
- ▶ Not an organisational conflict
- ▶ Suited to their expertise, values and goals

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. Participants access a vibrant curriculum of learning opportunities that can be logged as continued professional development (CPD). All content is stored on a virtual learning hub for participants to access with ease whenever they wish.

## Our events

The nine-month programme is punctuated by a series of high energy events – including an official launch and celebratory close – to inspire, connect and develop mentors and mentees. All events are expertly hosted and produced by our film team for an exceptional digital experience when being in person is not possible.

The events truly set our mentoring programmes apart, seeing us bring together world leading experts, facilitators, sportspeople and passionate educators within the inclusion and diversity space from Moving Ahead’s renowned Speaker Academy.

“ My mentor provided the best support for my needs, this included boosting my confidence, helping me deal with a difficult conversation and with my preparation for a promotion. I always had her advice in mind before dealing with a difficult situation. ”

A MENTEE, 2023 COHORT

Speakers on Moving Ahead’s cross-company programmes have included:



**Sheryl Sandberg**

Founder of Lean In, author and former Chief Operating Officer, Meta



**Matthew Syed**

Best-selling author, journalist and former Olympic table tennis player



**Patsy Rodenburg OBE**

Master voice teacher and coach



**John Amaechi OBE**

Organisational psychologist, best-selling New York Times author, and former NBA player



**Barra Fitzgibbon**

Broadcaster, journalist and conversation specialist



**Helen Tupper**

Co-founder, *Amazing If* and author



**Kay Rufai**

Poet, photographer, filmmaker and mental health researcher



**Dr Amit Patel**

Disability rights campaigner, fundraiser, independent accessibility consultant and author



**Otegha Uwagba**

Award-winning author, journalist and speaker



**Jaspreet Kaur**

Author, spoken word artist and historian



**Eleanor Mills**

Founder and Editor in Chief of *Noon*; award-winning editor, writer and broadcaster



**Holiday Phillips**

Diversity and Inclusion advisor, coach, and speaker



**Ruby Wax OBE**

Mindfulness and mental health specialist, author and comedian

## The impact of mentoring

The Women in Rail mentoring programme has had a clear, proven, positive impact on the personal barriers mentees face in progressing their careers.

Year on year, our data shows a significant lift in mentees' positivity toward their long-term career prospects within the organisation in which they currently work. 41% of mentees participating in the 2023 programme were promoted, expanded their responsibilities or moved roles since the programme began.

The Women in Rail mentoring programme supports organisations and individuals with:



Retaining, accelerating, and building visibility of diverse talent while engaging and developing leaders as inclusive allies and role models



Showcasing clear impact on diversity and inclusion goals, reporting and potential charter/campaign commitments



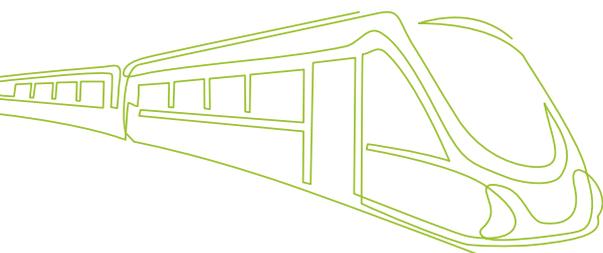
Creating tangible personal and professional development for mentees and mentors - advancing diverse talent while also engaging the support of leaders as advocates



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

LEI, ATKINS MENTEE

[READ THE CASE STUDY ▶](#)



“ 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

## KEY STATS

FROM 2023 COHORT



### 41%

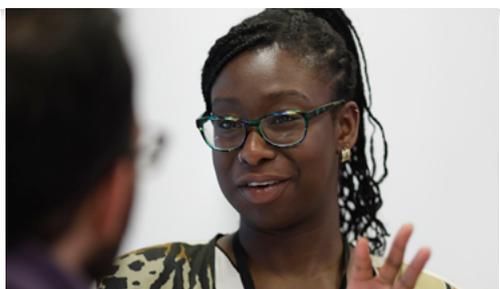
of mentees have been promoted, expanded their responsibilities or moved roles since the programme began

### Two thirds

of mentees agree their mentor has boosted their confidence

### 43%

of mentors now vocally advocate for DEI in the workplace, with a third contributing to internal mentoring or sponsorship



We gather insights on how the programmes impact our mentors' and mentees' hearts, minds, and careers through three surveys carried out at the beginning, midway and close of the programmes. Our in-depth insight surveys illustrate the impact of mentoring across your cohort, so you can learn more about your people at an individual level and drive meaningful change.

#### Throughout the programme you will receive:

- ▶ Breakdown of survey feedback for your cohort (anonymised)
- ▶ One impact dashboard at the mid point of the programme and one comprehensive insight and impact report at the close point of the programme. These could be shared with stakeholders, diversity, equity and inclusion leads and experts, and other interested parties within your organisation.
- ▶ Ongoing dialogue about recommendations and ideas, sourced from this and the vast range of other Moving Ahead programmes, using reflections on best practice and consolidated client partner and participant feedback. This will be shared with you through regular checkpoint calls.



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

LUCY, NETWORK RAIL MENTEE

[READ THE CASE STUDY ▶](#)

## Fees

Number of pairs	Fee	Cost per person
5 (10 people)	£5,000	£500
10 (20 people)	£8,000	£400
20 (40 people)	£14,000	£350

All costs are exclusive of VAT.



## How to sign up

Signing your organisation up to take part in the Women in Rail mentoring programme couldn't be simpler. Email [womeninrail@moving-ahead.org](mailto:womeninrail@moving-ahead.org) for further details.

Once you are signed up, we'll guide you through the entire process and make sure you are fully equipped to get the most out of your participation.

### The indicative timeline is as follows:

- ▶ Now until January 2025 – Sign up to the programme
  - Once signed up, you'll select your participants (equal numbers of mentors and mentees, with quantity dependent on your fee package)
  - Prior to launch, participants will receive Moving Ahead's guide to extraordinary mentoring to help them prepare for their mentoring journey.
- ▶ By the end of January – Participants complete their profiles on the Moving Ahead platform
- ▶ February – Moving Ahead expertly matches mentor and mentee pairs
- ▶ February – Programme Partners review and approve their organisation's matches
- ▶ March – Participants receive their matches, just prior to launch
- ▶ March – Programme launches

“RSSB and the Women in Rail mentoring programme have both benefited 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

Join the many organisations who have already benefited from being part of the programme and register your interest today!

SIGN UP NOW ▶

Thank you  
to all the  
organisations that  
have participated



## More from Moving Ahead

At Moving Ahead we are always developing exciting new approaches to improving workplace diversity, equity and inclusion. To learn more about our experience and what we have to offer, please take a look [here](#).

If you'd like to explore our offerings further, or discuss a specific challenge you'd like help to overcome, please just get in touch: [womeninrail@moving-ahead.org](mailto:womeninrail@moving-ahead.org)

## More from Women in Rail

Women in Rail was created to improve diversity in the UK rail industry. The membership of Women in Rail currently includes representatives from a wide range of undertakings and stakeholders across the UK rail industry. Become a member [here](#).

To find out more about Women in Rail, you can get in touch via email: [wr@womeninrail.org](mailto:wr@womeninrail.org)

