



WR MENTORING *insights* MIDWAY PULSE CHECK

AUGUST 2026



ABOUT THIS REPORT

Women in Rail was established to champion diversity and inclusivity within the UK rail industry, creating valuable networking opportunities and supporting women across the sector. While the cross-company mentoring programme initially focused on gender diversity, it has since evolved to embrace a broader range of backgrounds and experiences. This pulse check report provides an overview of the programme's progress and impact at the mid point of the programme.

HOW WE MEASURE IMPACT

Grounded in the Kirkpatrick Model, we measure impact across four levels:

- 01. **Reaction:** Participant experience and perceived value
- 02. **Learning:** Changes in confidence, mindset and career clarity
- 03. **Behaviour:** Application of learning and changes in ways of working
- 04. **Results:** Impact on performance, engagement, retention and progression.



Moving Ahead expertly matched **241** mentees and **228** mentors from **29** organisations, with a cohort of **469** participants.

WHAT WE DELIVERED:



LAUNCH EVENT
18th March 2026 LIVE



DEVELOPMENT LAB 01
13th May 2026

Strategic career moves with Holiday Phillips



MIDWAY EVENT
25th June 2026

Maintaining momentum with Sandeep Johal and James Glover



WHAT'S STILL TO COME:



DEVELOPMENT LAB 02
16th September 2026

Sustainable performance with Dr Kate Goodger



CLOSE EVENT
26th November 2026

Celebrating success with Sandeep Johal

EXECUTIVE SUMMARY

The feedback shows strong overall value, high advocacy and clear evidence of confidence, mindset and relationship impact at the midway point.

Participants describe the programme as most valuable where mentoring relationships are active, reflective and personalised. The strongest themes are new perspectives, increased confidence, broader networks, clearer career thinking and practical changes in day-to-day behaviours.

Looking ahead, the main improvement opportunities are not about the core programme model, but about consistency of experience: managing time and diary pressures, more structure or guidance, opportunities for face-to-face connection, and support where engagement is limited.



An excellent NPS, with participants actively recommending the programme to others.

“ I’ve had 3 really great sessions with my mentor already; she has helped me stay accountable to my goals, pushed me to think more about my career path and given me so many new connections. ”
Mentee

“ The mentoring programme has been extremely valuable. It has provided a great opportunity to share my experience, support the development of my mentee, and gain new perspectives myself. ”
Mentor

8/10
Average for valuable
mentoring experience

8.7 /10
average for
match satisfaction

+53
NPS rating



Feedback taken from 140 survey responses at midway check-in, July 2026.

Net Promoter Score (NPS) measures the loyalty of customers to a company or product or service. NPS scores are measured with a single question survey and reported with a number from -100 to +100.

REACTION

Strong participant experience and perceived value



How valuable has the programme been so far?

8 overall

8.1 mentees

7.9 mentors

Average score out of 10



Likelihood to recommend the programme (NPS)

+53 overall

+ 45 mentees

+ 65 mentors

Excellent range (+50 to+79)



Satisfaction with mentoring partner match

8.7 overall

8.7 mentees

8.6 mentors

Average score out of 10

BEHAVIOUR

Mentoring frequency, application of learning and changes in ways of working



Participants have met an average of **2.9 times** so far on the programme



77% of mentees have already made small changes to how they approach their work or interactions as a result of the programme



69% of mentees feel more confident having conversations they may have previously avoided (e.g. with stakeholders, managers, peers)



65% of mentors and **69%** of mentees have taken specific actions to apply insights or skills gained from the programme in my day-to-day work

LEARNING

Programme participants have shown changes in confidence, mindset and career clarity



70% of mentees feel more confident navigating their career development



79% of mentors have seen a positive shift in their mindset



56% of mentees feel more clear on their next steps and progression path

RESULTS

The results demonstrate that the programme is delivering significant value and driving meaningful behavioural change, while highlighting opportunities to further enhance consistency across the participant experience.

EARLY EVIDENCE OF IMPACT

- Strong programme value with an 8.0/10 average mentoring experience score.
- High advocacy: overall NPS of +53, with mentors especially positive at +65.
- Good early momentum, with participants meeting 2.9 times on average.

WHAT'S DRIVING VALUE

- Strong, productive mentoring relationships, reflected in an 8.7/10 average match satisfaction score.
- Mentees report increased confidence, positive mindset shifts and practical day-to-day changes.
- Mentors are also developing with 83% say mentoring has enhanced leadership and coaching skills

OPPORTUNITIES TO BUILD ON SUCCESS

- Strengthen consistency of experience by supporting engagement where time and diary pressures are affecting participation.
- Introduce more structure, including goal-setting prompts and suggested discussion topics, to support more purposeful conversations.
- Some feedback highlights the value of more face-to-face connection and clearer resource support.



“ I have become more intentional about setting aside time for coaching and development conversations, focusing on listening and asking open questions..”
Mentor

“ My mentor has given me the confidence to speak to senior leaders... through doing this I've gained a lot of clarity in my career progression.”
Mentee

“ Seeing the difference my mentoring can have on individuals has increased my confidence in having coaching conversations with others.”
Mentor

“ I am more confident in myself now... If I don't try, I won't know.. ”
Mentee



THANK YOU

FOR BEING ON THIS JOURNEY WITH US.

Continue your commitment – [register now](#) for the 2027 cohort and keep the momentum going

