



Women in Rail End of Year Report **December 2021**





Introduction

Dear Colleague,

Whilst this year has seen the return of some normality, we still continue to be challenged with a changing landscape within the rail sector. The desire that we will return to a steady state does not seem a reality for me, but I draw strength and optimism from the many positive things that have emerged through our adversity.

Setting Covid aside, the industry has made tremendous strides in its rail reform with the issue of the long-awaited Williams-Shapps plan for Rail reform, the mobilisation of the Great British Railway Transition Team and the end of Rail Franchising.

Women in Rail were very active during the year hosting 67 virtual events touching on topical issues including mental health, returning to the office and hybrid working. We also provided a diversity of workshops around management skills and personal development. To give parents a respite from juggling Covid, children and work we offered a series of "Kids Hours". These slots were interactive and allowed children (and adults) to enjoy magic, learn how to do 'The Haka' and hone their photography and cricket skills! They also got the opportunity to listen to stories of a Red Arrows Pilot's Adventures.

While it was touch and go, it was a relief to be able to hold our flagship events in person; The Big Rail Diversity Challenge and the Women in Rail Awards which were well supported and received.

It was also a wonderful privilege for us to be able to acknowledge and thank Darren O'Brien, who was the man

behind the Rail to Refuge Scheme, at the Women in Rail Awards.

This year also saw the first-year anniversary of our EDI Charter which was launched in conjunction with the Railway Industry Association (RIA). To mark the anniversary a Trailblazers roundtable event at the RIA Annual Conference was held.

I would personally like to thank Adeline for all the hard work and dedication she has given to Women in Rail. This has left a great legacy and platform for me to build on. Thank you also to the Women in Rail trustees, regional chairs, committee members and all the volunteers who have given their time so generously to the charity as well as Nimble Media and CL Events who support us in so many things that keep Women in Rail moving forward.

We thank everyone sincerely for their contribution and hard work. What a great team.

The year ahead also marks an important milestone in the growth and success of Women in Rail as we approach our 10 year anniversary. We hope you will join in with us and enjoy our 10 year celebrations.

I am very excited about the journey and plans for next year and look forward to sharing the details with you in the near future.

Best wishes,

Christine

Highlights 2021

Women in Rail has had a successful year offering a diversity of experiences, events and campaigns. While all are of significance, here are the highlights of some of the great things we have achieved:

Women in Rail in numbers:

Over **100**
volunteers.

Established
2012

7,500
members

8 regions across UK
1 international group (Malaysia)

Technology Poverty

In January this year, Women in Rail campaigned against "technology poverty" and asked our industry to support National schemes. The schemes were requesting for donations of any old or unused laptops, tablets and or mobiles for schools, children and families so that interface and learning could still continue for those being educated at home.



Online Safe Spaces (OSS)

WR Board Trustee, Rajinder Pryor led the rail industry to adopt Online Safe Spaces - which offers a discreet pathway to specialist domestic abuse support. The online portal was developed by Royal Mail in partnership with crisis charity Hestia and their UKSAYSNOMORE campaign. In its first year 2021, the initiative was adopted by more than 50 organisations across sectors. Network Rail, Southeastern, LNER, Great Western Railway, Abellio, HS1, EGIS (previously CPMS), Women in Rail and Rail Business Daily are just some of the businesses from the industry promoting the service.

Joining Online Safe Spaces is simple and free. Email uksaysnomore@hestia.org to register your interest or wr@womeninrail.org for more details.

Rail Professional and Rail Director

Throughout the year, Women in Rail has written and issued a number of articles and editorials. We have tackled some "taboo" subjects such as domestic violence but have also looked to challenge and provoke reflection in the industry by spotlighting how Senior positions are advertised.

White Ribbon Day

Women in Rail delivered a number of events in collaboration with White Ribbon UK Chief Executive to support their campaign to end male violence against women including:

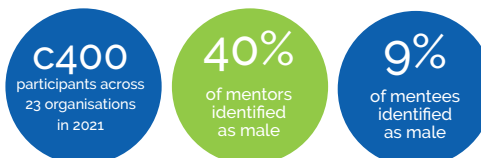
- Rail Wellbeing Live 'Domestic Abuse: Make a stand' with a Q&A panel facilitated by Ruth Busby, Co-Chair WR South Region and speakers from Business Daily Group, Network Rail and Swindon Domestic Abuse Support Service.

- Joint event hosted by Network Rail Telecom 'In conversation with Darren O'Brien' who initiated the Rail to refuge scheme and was presented with Women in Rail's Outstanding Contribution Award
- Talk for ORR on 'Domestic Abuse in the Workplace'



Mentoring Scheme

In 2021, our mentoring scheme saw 400 people from across 23 organisations participate. This was the first year the scheme was made accessible to men, as well as women – with 23% of participants identifying as male.



EDI Charter

The anniversary of the Charter was marked by a Trailblazers roundtable event at the Railway Industry Association Annual Conference, where invitees discussed how to promote EDI, social mobility and skills within rail. Senior leaders from major rail suppliers were invited to bring along a younger person from their organisation or someone who had recently joined the industry, who they consider to be a future leader for the sector.



Flagship Events

We were delighted to be able to host in person this year The Big Rail Diversity Challenge and of course an evening of fun at our WRA awards.



Trustees

Christine Fernandes, Business Development Manager, CAF and Chair of Women in Rail

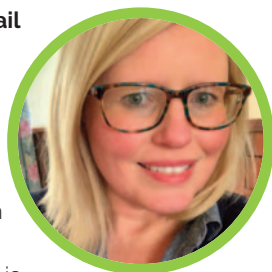
Christine started her Railway Career as a sponsored Engineering undergraduate British Rail Management trainee. She achieved Chartered status early in career after attaining a Masters Degree in Electrical and Electronic Engineering, from Newcastle University. She also holds an MBA.

She has over 25 years experience in the industry who brings a diversity of experience and knowledge from across the rail industry including: train manufacturing, rail leasing, rail consulting and train operating companies.



Shona Clive - Project Lead for the Rail cluster project and the Forth and Tay Offshore cluster, Scottish Engineering and Vice-Chair of Women in Rail

Shona Clive is the project lead for the Rail Cluster project and the Forth and Tay offshore cluster for Scottish Engineering. The Rail Cluster project is funded by Scottish Enterprise and Transport Scotland and connects SMEs, in the engineering and manufacturing sectors in Scotland seeking to diversify into the rail market or grow their existing business in rail, with rail sector organisations, academics and research centres. The backbone of the project is Transport Scotland's Rail Decarbonisation Action Plan. Shona has 25 years' experience in the rail sector and her previous role was Head of Marketing and Communications at Babcock's Rail business.



Abu Siddeeq, Head of Customer Experience, London North Eastern Railway

Abu joined LNER as Head of Customer Experience in January 2020, having previously held roles at FirstGroup, including most recently Head of Customer Proposition at GWR.

Abu's current role involves responsibility for the in-house contact centre team, Accessibility & Inclusion strategy and delivery, resource planning and defining & supporting the implementation of CX strategy across the organisation. Abu previously spent several years at Transport for London as a Customer Services Manager looking after telephony and correspondence customer service teams, before moving into bus operations where he led a large team of drivers, engineers and support functions as a Regional Operations Manager.

As the WR "Inspirational Man of the Year 2019", Abu takes pride in supporting and mentoring colleagues at various levels across the organisation, ensuring that they are fully prepared for when opportunity to progress arise – and that they are working from a level platform.



Alero Abbey, Area Manager, Transport for London

25 years as a People's manager in various roles within the Rail Industry. Leads two of the most busy and complex London Underground stations within the TfL network. Sits on various boards as trustee including Women in Rail.



David Statham, Strategy Director for Go-Ahead Group.

David is currently Strategy Director for Go-Ahead Group. Having joined British Rail as a management trainee in 1992, David has nearly 30 years' experience in public transport focused on rail. David spent his formative years in passenger-focused roles, as Customer Service Strategy Manager at Great Western and managing the ScotRail franchise.



A key player in First Capital Connect's successful bid for the Great Northern and Thameslink franchise, he led the first stages of the transformational Thameslink programme before becoming Managing Director of FCC. In September 2014, David joined Southeastern as Managing Director. David is passionate about diversity and also sits as a Non-Executive on the Board of Visit Kent.

Dyan Crowther, Chief Executive Officer, HS1

Prior to joining HS1, Dyan was the Chief Operating Officer at Govia Thameslink Railway.



Dyan has worked in several Senior Director roles at Network Rail including Route Managing Director of the West Coast Main Line and Director of Operations. She has over 30 years' experience in the rail industry.

Dyan, 57, has a Masters in Transport and Logistics from Salford University and is a member of the Chartered Institute for Marketing and Fellow of the Institute of Leadership and Management. She is also a qualified Executive Coach.

Dyan has extensive experience in the Boardroom having sat on the Board of an NHS Trust for 5 years, been a Trustee for the Railway Children registered charity, and been a member of the British Transport Police Authority and the Advisory Panel to Crossrail. Dyan is currently NED for East West Railway, a Trustee for Women in Rail and Chair of NSAR.

Originally from Wiltshire, Dyan has three children and enjoys cycling, running, extreme walking and travel. Dyan is an active mentor and coach and is passionate about helping people develop their leadership skills.

Joanna Binstead, Head of Education & Skills / General Manager, NTAR - Siemens Mobility Limited

Jo has been the Head of the Education & Skills Department within Siemens Mobility Limited since December 2019, having joined NTAR as General Manager in October 2019.



Jo joined Siemens in 2011, having previously worked across a number of markets such as China, India and the US, and for companies including TE Connectivity, Raychem and Ford Motor Company.

Jo is Chair of the UK Rail Research and Innovation Network (UKRRIN) Steering Group and responsible for university engagement and cross-collaboration between universities and Siemens Mobility.

Jo studied Business Studies and Human Resource Management at the University of Gloucestershire and has over 25 years of experience in the fields of Business Strategy, Innovation and Digitalisation.

Jonathan Turner, Partner, Ashurst LLP

Jonathan is a Partner in the Projects group in London, specialising in transport and infrastructure projects. Jonathan advises procuring authorities, sponsors, funders, manufacturers and contractors, and has a wide range of projects experience, including in relation to PPPs, franchising, leasing, concession agreements, rolling stock procurements, financing and commercial contracts.



Mohanad Ismail, Principal Consultant & Team Leader, WSP

Mohanad is a Chartered Engineer at management and consultancy services specialist WSP. For the past six years he has promoted the industry through his work at the Young Rail Professionals (YRP) and as a Board Trustee of Women in Rail, and now he has an important role to play in the EDI Charter Working Group. Originally from the Sudan, Mohanad has spent parts of his life in Sudan, Saudi Arabia, Ireland and now the UK. A highly successful leader, with a proven record of achieving excellence from colleagues and consistently exceeding set expectations; utilising personal vision and hands-on, motivational attitude.



Ola Ogun, Chief Financial and Operating Officer, Rail Delivery Group

Ola is the Chief Financial and Operating Officer for the Rail Delivery Group (RDG). Prior experience includes roles across a number of diverse industries (Media and Telecoms) and geographies, including Europe, Nigeria and the Caribbean. Ola is a fellow of the Association of Chartered Certified Accountants (ACCA), with an MBA from Cranfield University.



Ola has two teenage children, and his passions include running and cycling.

Rajinder Pryor MBE, Senior Account Manager, Route Services - Network Rail Telecom

Rajinder started her career in the retail industry, moving into management consultancy working with private and public sector clients. Since joining Network Rail she has experience of different roles across various functions and routes. A certified change management practitioner and accredited coach Rajinder is passionate in driving change in organisations and wider society.



A committed champion for equality, diversity, and inclusion she has supported several employee networks. Since 2017 she has been actively raising awareness around domestic abuse within the rail industry – recently leading in promoting 'Online Safe Spaces' on websites and is a champion for White Ribbon UK. In 2018 she was awarded Inspirational Woman of the Year by Women in Rail and in June 2021 received an MBE in the Queen's Birthday Honours for services to diversity and inclusion.

Shamit Gaiger, Head of Advisory - Europe, AECOM

Shamit leads AECOM's Advisory Practice. She is a Trustee and board member for Campaign for Better Transport and recently asked to Join Women in Rail as A Trustee and board member.



Shamit has over 20 years' experience in developing national and sectoral policies and strategies for the UK in areas such as innovation, technology, industrial strategy, sustainability, risk sharing, productivity, decision taking, funding and financing, skills and leadership. Most recently, she led the negotiations on the Rail Sector Deal on behalf of HM Government. She was personally asked to take specific industry roles and conduct reviews of industry policy.

Until Feb 2020 Shamit was a Non-Executive Director at the Department for Transport's Passenger Services, and a member of the Franchising Advisory Panel to the Secretary of State.

Shamit has won various international awards and she was recently named by Rail Magazine as one of the most influential women in rail.

PR & Communications Update

Nimble Media Ltd was engaged by Women in Rail in June 2020 to deliver a strategic PR and Comms service, achieving the following:

1. The promotion of the Women in Rail agenda, mission and vision within the rail community and beyond;
2. The promotion of Women in Rail's own initiatives and programmes and of the third-party events and initiatives the charity elects to support;
3. The positioning of Women in Rail's leadership team as experts on gender balance and D&I issues and of the charity's social media channels as a source of information on policy and industry intelligence on such matters;
4. More broadly, supporting the board in pushing Women in Rail's 3 Strategic Themes: sustainability, scalability and expandability.

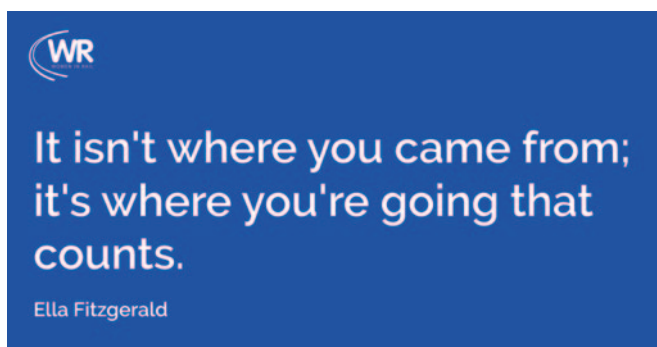
Nimble Media has worked closely with members of the Women in Rail Board of Trustees / Regional Group Leaders to deliver against a number of campaigns and promotions.

This includes:

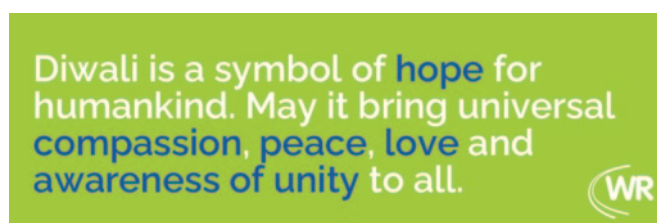
- Sharing relevant news articles from mainstream media and trade press sources through research and Google Alerts, highlighting key terms including Work Life Balance, Women in Rail, Leadership in Rail, Diversity and Inclusion, Equality and Gender Balance;
- Promoting and sharing messages from relevant Women in Rail events and initiatives, to include; The Big Rail Diversity Challenge, Women in Rail Awards, Never Mind the Gap, Reverse Advent Calendar, The Women in Rail Mentoring Programme and SWIFT;
- Creating and distributing a themed Women in Rail logo in support of PRIDE and the White Ribbon Campaign;
- Continuous support and engagement with EDI Charter aligned with the Railway Industry Association to include delivery of a monthly feature article for each member of the Charter Working Group in Rail Director magazine;
- Securing and delivering a series of events to promote wellbeing during lockdown for both parents and children, which involved six entertainers for 'Kid's Hour' and four celebrity speakers for 'Parent Time Q&A' sessions;



- Introducing and supporting media presence for the Women in Rail Group, members of the Board of Trustees and Regional Leaders, including Rail Director, Rail Professional column, Rail Technology Magazine's Diversity Article (December 2021) and a 16-page standalone supplement in the July issue of Modern Railways for promotion of the Women in Rail events and initiatives;
- Building a bank of relevant 'inspirational quotes' from thought-leaders, key humanitarians, diversity activists and other key figures; and using these quotes to create a suite of graphics that promote the Women in Rail branding;



- Creation of a key Cultural Calendar; speaking with members of the Women in Rail Group to distinguish key cultural and religious celebrations, which are relevant to the Women in Rail social media audiences, visions and values;



- Support of initiatives outside the Women in Rail organisation, to include; RailAid, Online Safe Spaces, Railway Benefit Fund's Computers for Kids scheme, the 'Women in...' Summit and the Young Rail Professionals Railweek.

Women in Rail has 8265 followers on LinkedIn and 4587 followers on Twitter which represents an increase of 113.46% and 15.31% respectively since engaging Nimble Media.



The Equality, Diversity and Inclusion (EDI) Charter

The Equality, Diversity and Inclusion (EDI) charter group has been working over the last year to support the 179 signatories of the charter in improving their approach to EDI and building a better industry for people of all backgrounds and experiences.

Since its creation by Women in Rail (WR) and the Railway Industry Association (RIA), the charter has been signed by signatories from across the full range of the industry, including Network Rail, HS2, East West Rail, the DfT and suppliers of varying sizes and disciplines. This has given the opportunity for the 11 members of the working group – each with experience of a different area of EDI – to begin to influence real change in the rail industry.

As part of the work of the EDI charter working group, a number of activities have already been underway. In August, the first face-to-face workshop was held at the RIA Trailblazers event at the Oval in London, with two dedicated sessions led by members of the group on Accessibility and on Leadership. There has also been attendance on a panel discussing EDI at the RIA Future Focus Conference at RailTex in September. A session was delivered as part of the Network Rail suppliers conference to help share the importance of accessibility and inclusivity in the supply chain, and why being a supplier who thinks about these things makes you more appealing to a 21st century rail industry.

The working group has also had frequent features in RailDirector magazine, raising the profile of the group and its members and sharing the stories and experiences as to the background of each member of the group and why this is important to them.

As we move into 2022, the group will push forward with frequent updates through newsletters, workshops and activities and focus on educating and inspiring change across all of the different elements of EDI and lead to an overall enhanced experience for those already in the industry but also those planning to be.



Mentoring

The Story

In 2018, Women in Rail (WR) approached Moving Ahead for support in ensuring the sustainability and scalability of its cross-company mentoring programme, the ultimate aim being to more effectively support the promotion of gender-balance, equality, diversity and inclusion across the UK rail industry.

GROWTH CURVE:

(Since Moving Ahead took over running the programme)

2019: cohort c220 participants (12 participating organisations)

2020: cohort c340 participants (19 participating organisations)

2021: cohort c400 participants (23 participating organisations)

The Why

The programme was born out of WR's recognition that in order to create and sustain an inclusive industry landscape, the whole of the sector must come together to better attract, retain and develop diverse talent, particularly at leadership levels. Beyond gender, the focus has extended to a much wider concern with supporting a diverse workforce across all protected characteristics within the rail industry – including ethnicity, but also broader diversity strands such as socio-economic background, thinking styles and their intersectionalities. All this is in line with the Equality, Diversity and Inclusion Charter launched by WR in November 2020 to support the promotion of equality, diversity and inclusion throughout all grades and roles within the UK railway industry.

The immediate objective remains the provision of a support platform enabling all participants to advance their professional development and personal growth, with the belief that the programme also serves to encourage lateral thinking, as well as cross-fertilisation of ideas and networks across the industry.

Beyond this, the long-term ambition is to encourage industry stakeholders and businesses to adopt diversity as a business strategy, and to inspire them to devise initiatives aimed at positioning the rail sector as an attractive entry level career path for young, diverse talent.

The What

To support WR's effort to drive change, Moving Ahead has designed and delivered a bespoke cross-company mentoring programme that offers a practical way for organisations and leaders in rail to engage and contribute. The programme serves to create a community of like-minded individuals who support one another to progress their careers and create learning and change at an individual level. As individuals bring their new learnings and perspectives back into their organisations, the positive knock-on effects of their growth and development ripple out for broader company and industry-wide impact

The Impact & Ripple effect

95% of 2020 participants felt the programme provided them with a fresh and different perspective, and had given them energy and inspiration 82% believed they were developing transferable skills and behaviours, and that the programme was helping them expand their network

The programme demonstrates WR's commitment to change and to inclusion & diversity, whilst also serving to unite the rail sector with a common focus, creating a community of leaders engaged with their industry, their personal growth and that of others.

Since 2014,
Women in Rail has
supported over

2000

participants across
26 different
organisations.





The how

The programme is organisationally led with a Programme Partner nominated by each participating organisation. Based on companies, grades, roles, location, skills, and personal preferences - and with an eye on maximising learning from exposure to diverse perspectives - pairs are matched across organisations.

Using an internal application process or a nomination lens that considers diversity in its broadest sense, each participating organisation puts forward an equal number of mentors and mentees to take part, bearing in mind that:

Mentees: are high potential women (or men) from all levels of the career pyramid, as well as colleagues from under-represented group

Mentors: are leaders from middle management up to board level, who are committed to developing their skills around being inclusive leaders

Mentoring pairs are expected to meet at least five times throughout the programme and are supported and equipped for their partnership through live learning events and extensive online materials.

The Moving Ahead research team works to ensure that the programme is measured, developed and improved accordingly year on year, with personal impact and engagement measures key to understanding impact, as well as to informing future development of the initiative.

Looking forward:

In 2022 we hope to expand the programme further... by adding a further two events in the form of masterclasses, to provide further guidance and expand topics of conversation, as well as networking opportunities. We hope to retain all of the 23 organisations from the 2021 cohort and bring on many new, who have already shown interest in the programme.



Supporting the growth of a pipeline of senior talent for the rail industry

The number of females in senior positions in the UK rail industry is shockingly low, currently just 1% in C-suite roles. As a result, our sector is missing out on a wealth of senior talent and the business benefits to be gained when companies improve inclusion and gender balance across their entire workforce.

This is why Women in Rail set up SWiFT - to increase the pipeline of talent to senior roles in our loved industry.

SWiFT is an integral part of WR with the aim of supporting women in senior position and developing career progression to drive an improvement in gender diversity at senior level.

By providing space and support for our executive members of all genders through a peer-to-peer network (Teal Network membership) and fostering the development of high potential women in our industry as a pipeline to more senior roles (Blue Network membership), SWiFT's objective is to help shift the dial in respect to the number of women in executive roles in the UK rail sector.

SWiFT is trying to address the lack of women and diversity in executive roles by:

1. Supporting the retention of executive women in UK rail. The Teal network provides a support structure for female executive through a peer-to-peer network. Chatham House rule apply at networking events, workshops and dinners, thus encouraging executive women and their male allies to openly share their experience and receive support from peers who themselves understand the challenges faced at executive level – and who are also committed to help improve EDI in senior leadership positions in UK rail for the next generation.
2. Fostering the next generation of female leaders in UK rail. The Blue network is given specific "board ready" type development training and access to Teal networking event, thus enabling them to better understand the challenges of operating at executive level but also start building their own executive support network. It also gives them a chance to

meet female executive role models who represent the next step in their own careers.

3. Welcoming male allies to the Blue and Teal network, SWiFT sends a clear message of collaboration between genders and of a commitment from both senior male and female executive in UK rail to improve diversity in senior leadership roles and also create an expectation of strong support and inclusion for women within the rail workforce.

In February 2021 SWiFT launched the Rail Industry Executive Survey to obtain the views of senior rail executives on what they perceive are the barriers to improving gender balance at senior level in the railway and, more generally, how to support the progression of women to leadership roles in the sector.

Engaging with more than 140 senior leaders within UK rail, the survey responses will be used to determine future SWiFT and WR initiatives and events.

A few of the key messages from the survey:

- Only 6% are either very satisfied or satisfied with current gender balance in the industry
- 64% suggests that the biggest challenge in gender balance is not having a pipeline followed by not enough role models
- 69% suggested they would welcome a voluntary target , only 15 % said No.
- 35% felt that an acceptable target will be to have 30% BY 2030 in C suite roles.
- Key areas that SWiFT should explore are the benefits of diverse thinking in senior leadership teams (63%), Authentic Leadership (55%), How to drive change (52%), High performing team (50%)

In 2022 SWiFT will be reigniting its effort, post COVID, with a series of events and speakers.

Watch this space...

Shamit Gaiger

Join SWiFT today

Senior Women in (or **Formerly in**) UK rail or **Transport** and their male allies.

SWiFT's objective is to shift the dial in respect to the number of women in executive roles in the UK rail sector and, in line with the Women in Rail core values, to further promote equality, diversity and inclusion in our industry, with a focus on executive grades and roles.

SWiFT has two membership options available;

Blue membership provides senior high potential women in our industry a platform to help progress their career and transition to C-Suite roles establishing rail's future senior talent pipeline - aimed at women looking to rise within the industry to include amongst others:

- "Board Ready" development workshops
- Leadership Talks from male and female executives in other industries
- Access to resources and senior and live board job vacancies
- Peer-to-peer networking events

Cost: £150.00 per annum

Teal membership provides space and support for its executive members, women senior leaders and their male allies, through a peer-to-peer network (C-Suite) to include amongst others:

- Exclusive A-list speaker dinners with QA
- Leadership Talks exploring the issues facing C-suite executives
- Access to resources and NED/Trustee and executive vacancies
- Peer-to-peer networking events

Cost: £250.00 per annum

For more information on the SWiFT initiative, and how you can become a member, please email: swift@womeninrail.org.





Rail industry celebrates The Women in Rail Awards 2021

The fourth Women in Rail Awards took place on Thursday 30 September at the stunning and iconic Roundhouse, Camden London.

The event was attended by 694 individuals from across the rail industry, coming together to celebrate colleagues, teams and companies, who during the pandemic, continued to work hard to support others and to help create a more gender balanced, diverse and inclusive work culture in our industry.

The Southeastern Choir serenaded guests as they arrived for a Champagne reception.

The ceremony was opened by Adeline Ginn MBE, Founder of Women in Rail, in her last official appearance as Chair of the charity. She was followed on stage by Bernadette Kelly CB, Permanent Secretary at the Department for Transport and by Naga Munchetty, Journalist, Broadcaster and Television Presenter, who was the evening's host.

The calibre of this year's nominations was truly remarkable. Despite the crisis, Women in Rail received over 300 entries from - and in respect of - a wide range of individuals, teams and companies in the railway sector, many of them from male allies nominating their female co-workers. The judges admitted having a very difficult task selecting who should be shortlisted and ultimately win.

The evening saw nine awards being presented, five individual and four team/corporate categories. In addition to this there was a Highly Commended and a Special Mention being given to exceptional shortlisted nominees.

The 2020 awards winners were also called to stage for a belated, but huge, round of applause.

An Outstanding Contribution Award was presented to Darren O'Brien, Retail Systems and Contracts Manager at Southeastern, for initiating "Rail to Refuge". This initiative is aimed at securing free train tickets for women, men and children escaping domestic abuse to refuge accommodations. To date, this charity has helped get over 1,348 survivors, including 362 children over five years old.

The Judges commented that "It was truly inspirational to read about the amazing steps people from our industry have taken to reach out to others in time of need and, during the pandemic, continue to work hard to create a fairer and more inclusive sector."

The judges specifically requested that all the nominees be commended for their hard work, selfless dedication, and commitment during the crisis and that a huge thank you be directed to all those, and especially male allies, who nominated for this year's Women in Rail Awards.

Adeline Ginn, Women in Rail founder and Legal, Marketing & EDI Director - UK Rail Business Unit, Egis Group said: "This year's Women in Rail Awards was very special. We celebrated the passion for equality and fairness in our industry, but also all those who stood up for our railway family values during the crisis."

"A huge thank you to everyone who supported and attended the ceremony and warm congratulations to all the winners and shortlisted nominees."

The awards received tremendous feedback and we look forward to celebrating our inspirational colleagues with you again next year at the Women in Rail Awards 2022!



Celebrating excellence in the UK rail industry



Thursday 19 May 2022
Roundhouse, London

The Women in Rail Awards aim to showcase and reward individuals and companies (large and small) who have made a significant contribution to improving gender balance, equality, diversity and inclusion in the UK railway industry.

Join us as we celebrate celebrating those companies and individuals who work hard to improve gender balance, equality, diversity and inclusion in our sector in line with the objectives of the joint WR/RIA EDI Charter.

  #WRAwards2022
womeninrail.org/awards



LADIES & GENTLEMAN,
PLEASE WELCOME BACK TO THE STAGE



For more information, please contact Nimble Media at WRAwards@nimblemedia.co.uk or call 01780 432930

NOMINATION DEADLINE: 28 JANUARY 2022

The Big Rail Diversity Challenge 2021

Back with beans and whistles!

On 15 September 2021, after 18 months of virtual meetings, a growth in online events and months of home working, 550 delegates from across the UK rail sector rallied at Newark Showground to attend the sixth Big Rail Diversity Challenge.

The Big Rail Diversity Challenge, which is one of Women in Rail's annual flagship events, is the only rail industry event showcasing the diversity the UK railway industry is seeking to achieve. The teams are gender balanced and bring together people from diverse backgrounds including (and by no means limited to) race, ethnicity, religion, gender, socio economic background, and disability.

Delegates took part in a plethora of physically and mentally demanding challenges - including Build a Scarecrow, Haka and It's a Knockout! - aiming to demonstrate that gender balanced and diverse teams work better together and are more innovative and creative.

"The Big Rail Diversity Challenge is an important statement in the railway calendar, it demonstrates rail's commitment and support to improving diversity and inclusion. It's a fun, exhilarating event and also a great opportunity for team building," comments Christine Fernandes, Chair of Women in Rail.

The Railway Benefit Fund hosted a "Bring on The Beans" challenge which had participants supporting one another, blindfolded and carrying 'beans' through an inflatable obstacle course. The British Transport Police hosted the challenge 'Look Beyond the Obvious'. This was a timed event where participants had to look for as many railway stations as possible that were hidden in a cryptic Pictionary montage of ice creams, sandcastles and other coastal attractions. The montage was the artistic creation of one of their colleagues.

After a tiring day of balloon modelling, Broadway routines, and countless inflatables, awards were presented, with special thanks to the event's Headline Sponsor, CPMS - Egis and Key Challenge Sponsor, Morson Group.

The "Best Team Name of the Year" went to Thales Ground Transportation Systems for 'A Town called Thales', this award was presented by Morson Group's Support Services Manager, James Room.

The British Transport Police 'Look Beyond the Obvious Award', judged and presented by Alison Evans, Superintendent, Disruption, Drones and Trespass Improvements Programme, was won by 'VolkerRail - Back on Track'.

'The Certifiables' from the Network Certification Body won the Railway Benefit Fund's 'Bring on the Beans Award' challenge and this was presented by Suzy Powell, Fundraising Manager.

The 'Most Collaborative Teamwork Award' was judged across two events - It's a Knockout and Walk the Plank and was won by the Morgan Sindall Mallards' for displaying outstanding teamwork and motivational support. Both of these challenges were judged by Women in Rail charity trustee, Rajinder Pryor MBE, Senior Account Manager at Network Rail Telecom, and Chair Adeline Ginn MBE, Legal and Marketing Director and Head of EDI at CPMS - Egis.

The most coveted trophy of the day, 'The Team of the Year Award', for achieving the highest overall score with an impressive 258 out of a possible 260, went to 'From Rags to Riches' from Central Rail Systems Alliance. The 2021 winner's trophy was presented by Headline Sponsor CPMS - Egis' CEO Mat Baine.

Special thanks also goes to Thales Ground Transportation systems who sponsored the charity tuck shop and hamper raffle, which raised a combined total of £1,150.00 for Women in Rail Charity.

2021 Testimonials:

It was so incredible to take part in the Big Rail Diversity Challenge on Wednesday as part of Women in Rail's initiative. This was to show that gender diverse teams raise awareness for Women working across the Rail Industry, and the business benefits attained when companies improve Gender Balance.

Vanessa Stanley MIET, Graduate Engineer, Siemens Mobility via LinkedIn

SYSTRA was delighted to take part in Women in Rail's 6th Big Rail Diversity Challenge yesterday! Not only did our team love taking part in the activities and networking throughout the day, but we were also very proud to support the important message behind the event - "Gender Diversity: Better for People, Better for Business, Better for Rail".

SYSTRA Ltd, via LinkedIn

Not only was it an enjoyable and entertaining day but a great way to celebrate diversity in the rail industry and support the important message behind the event.

Morgan Sindall Infrastructure, via LinkedIn

BRDC is the only rail industry event attended by a truly diverse cohort in terms of gender and diversity: hopefully a sight of our future rail workforce!

@cpmsgroup, via Twitter

THE BIG RAIL DIVERSITY CHALLENGE 2022



WEDNESDAY
22 JUNE 2022

NEWARK SHOWGROUND

The Big Rail Diversity Challenge is back for its seventh year! Suitable for all abilities, the event provides participants with the opportunity to network, team build and fundraise, whilst completing a series of fun - yet challenging - team activities, promoting Women in Rail's key message:

Gender Diversity: Better for People, Better for Business, Better for Rail.

Join the fun with over 600 industry personnel and promote the business benefits attained when engaging a gender diverse workforce.

Enter your team today

E: info@bigraildiversity.co.uk

T: 01780 432930

W: www.bigraildiversity.co.uk

Brought to the industry by



Regional Chairs

Women in Rail has 8 regional groups across the UK and 1 international group in Malaysia. Each group is headed by a Chair supported by a steering committee. Our regional Chairs for the UK are:

**Women in Rail Scottish Regional Group
Chaired by Lorna Gibson, Training
Director, QTS Group Ltd/QTS
Training Ltd**

Lorna Gibson is Training Director for the QTS Group, a large railway maintenance engineering company operating throughout the United Kingdom.

Lorna's key role within the Group is that of Managing Director of QTS Training Ltd, supplying railway safety, on-track plant, health and safety and specialist training to the rail industry.

Lorna is Chair of the Developing Young Workforce Ayrshire regional group, Past President of the Ayrshire Chamber of Commerce and Industry and a founding member of Women in Rail Scotland.

Lorna has over 30 years' experience of business management and business development within the private sector and has been a Director with the QTS Group for the past 9 years.



**Women in Rail West Midlands
Regional Group
Chaired by Claire Burrows, Legal
Director, Shakespeare Martineau**

Claire is a Legal Director at national law firm Shakespeare Martineau, focussing on all aspects of Dispute Resolution with a particular emphasis on rail and the wider transport sector. Prior to her current role, she has worked at other national law firms and, in those roles, has been instrumental in setting up both rail sector teams and diversity committees. As such, Women in Rail was an obvious fit for her.

Claire has been Chair of the West Midlands Regional Steering Committee since 2018 and is a passionate advocate for the whole diversity agenda, whilst maintaining a focus on gender diversity and equality. She is delighted to use her role to work alongside the other Regional Chairs, affiliated organisations and the industry to promote Women in Rail's core values and objectives.



**Women in Rail North West
Regional Group
Chaired by Anna-jane Hunter,
Partner, Winder Phillips Associates**

With over 15 years of Rail industry experience in a variety of operations and commercial roles on both the infrastructure and TOC side of the house,

Anna-jane works with a variety of rail business in the UK and overseas. As well as her work at Women in Rail, Anna-jane is also on the board of CILT and vice chair of their Strategic Rail Policy Group.



**Women in Rail Yorkshire
Regional Group
Interim Chair Sarah Birtles,
Programme Manager at Network
Rail, Eastern Region**

Sarah joined Network Rail in 2013 on the management graduate scheme, having studied business economics at Lancaster University. She has held a variety of roles across managed stations, human resources and most recently has moved into project management.

A STEM ambassador since 2014 and active member of Women in Rail Yorkshire since 2018, Sarah is passionate about promoting the rail industry as a career of choice for young people.



**Women in Rail East Midlands
Regional Group
Chaired by Sarah Reid, Commercial
Director, Network Rail, Eastern**

Sarah is currently Commercial Director for Network Rail. Joining in 2019 having spent the last 12 years in the rail industry, initially in signalling for Westinghouse Rail before spending 8 years at Bombardier working with train operators on their rolling stock maintenance requirements. Prior to rail, Sarah studied Physics at Birmingham University before joining the Rolls Royce aerospace commercial graduate scheme and has since worked in automotive, IT and business process outsourcing before joining the rail industry. She believes that the rail industry is just waking up to the benefits of diverse thinking and that as an industry we need to increase the pressure to drive real change within our lifetime. As chair for Women in Rail for the East Midlands, she helps to attract, support and retain women in the industry and last year launched 'Never Mind the Gap' – a cross industry work placement scheme to get more women into rail.



Women in Rail Wales
Chaired by Gemma Southgate,
Social Media Manager at Transport
for Wales Rail

Gemma has been a member of the Women in Rail Wales committee since early 2019 and is committed to empowering women within the workplace and tackling unconscious bias.



Gemma is a member of the TSSA Trade Union Executive Committee and the General Federation of Trade Unions Executive Committee. She is also an Equality Representative for the TSSA Trade Union within her workplace and is currently campaigning about period dignity and Allyship in the workplace.

Gemma has worked in the railway industry for six years, starting as a Customer Relations Advisor and has a background in online customer service delivery.

Women in Rail South Regional Group
Co-Chaired by Ruth Busby, HR
Director, Great Western Railway

Ruth joined the rail industry in 2018 as HR Director for GWR and has championed the people's agenda since her arrival. At the heart of the agenda is connecting the understanding of how people drive business success with the importance of kindness and empathy.



Achieving inclusion and diversity is a passion for Ruth and has been a key feature throughout her career. Before joining GWR Ruth worked in several sectors including defence, higher education, and the civil service. Ruth is a qualified leadership coach, a Chartered Member of the CIPD, and trained mediator.

Co-Chaired by Samyutha Bala,
Head of Customer Experience,
Great Western Railway.

Samyutha (Sam) joined GWR and the rail industry in 2014, after a varied career including stints in theatre, project management and as a dentist. She started off dispatching trains at London Paddington and has held a variety of roles in the 6 years she has been with GWR. She was a founding member and co-chair of GWR's Women's staff network and is passionate about the amazing role women play in the rail industry. She is looking forward to working with Ruth and the WR South Group and meeting some brilliant women and men who believe in a common cause.



Women in Rail London Group
Chaired by Leila Rahimzadeh, Industry
HR Partner / People Strategy Team
Leader at Rail Delivery Group

Leila Rahimzadeh is an Industry HR Partner / People Strategy Team Leader in RDG. With extensive HR and management background, Leila is passionate for the People and Diversity agenda and has helped drive this through setting up a Training & Development forum as well as running the Diversity & Inclusion group with RDG members.



Women in Rail Scotland

End of Year Report

Women in Rail Scotland has had another busy year continuing to run a successful, full programme of virtual events for our members, encouraging networking and connecting online as the Covid pandemic continued. We were very pleased to welcome members from other Women in Rail regions, a noticeable benefit of running events online and being more accessible to a wider reach of attendees.

The highlights of 2021 include:

24 February – Wellbeing – getting to the heart of the matter with Kate Cooper-Fay.

Kate Cooper-Fay, CEO of CXY and Board Advisor, Strategic Partner and Brand Ambassador for the Wellness Universe among other things, led a fantastic interactive session for us which was perfectly timed with a significant proportion of people working from home more.

3 March – Trust me, it's not just you with Shona Marshall

At the beginning of March we welcomed back long term friend of Women in Rail Scotland, Shona Marshall, to run a session called Trust me, it's not just you. An interactive, reflective and fun masterclass focused on our mental, physical and emotional health.

8 March – International Women's Day

The Women in Rail Scotland steering group showed their support to International Women's Day 2021 with the #choosetochallenge campaign.

23 June – International Women in Engineering day

To celebrate Women in Engineering day, we joined forces with long term partner and friend of Women in Rail Scotland, Scottish Engineering for an Inclusive Engineering session. Three brilliant speakers joined the session including; Shannon Todd from TechnipFMC, Lorraine O'Reilly, a retired Civil Servant and a Chartered Engineer working with the Ministry of Defence and the rail sector's Heather Waugh, train driver from Freightliner, the first ever female freight train driver in Scotland. All three gave fantastic talks on their career journeys resulting in a great celebration of women in engineering across various sectors.

29 June – 'Get your voice heard! Have more influence in the board room' with David Roylance

On the 29 June we were in for a real treat when David Roylance, previously an actor and director in the world of theatre and now Europe's number one smasher of the glass ceiling for c suite leaders, led a practical session for us. In his words – "this is a physical session. No fluff, no theory, pure practicality."



22 July – A joint Women in Rail Scotland and Women in Transport event with Rajinder Pryor

We were delighted to be part of a joint event with Women in Transport in July in which Rajinder Pryor, MBE, senior account manager at Network Rail Telecoms and Women in Rail trustee spoke openly and passionately about her career path and professional development journey. A hugely insightful evening, Rajinder shared her thoughts on the challenges and opportunities that lie ahead for women in the transport sector.

25 August – Women in Rail Scotland and Inspire Scotland event with Anxiety UK

We were delighted to be working once again with Inspire Scotland to run a joint lunchtime event where we were joined by Dave Smithson from Anxiety UK, who discussed what causes anxiety, the signs to look out for and when/how to go about getting help. Inspire Scotland is the Network Rail Scotland and ScotRail employee network promoting gender equality, and long term friend and partner organisation of Women in Rail Scotland.

Finally, a big thank you to the fantastic Women in Rail Scotland Steering Group who have given up their time and supported all the activities that we have run this year. You are all very strong role models for the industry and it has been a pleasure working with you all. It's a special thank you this year as I stepped down as Chair of Women in Rail Scotland after nearly four years to take up the role of Vice Chair of overall Women in Rail and warmly welcome Lorna Gibson as the new Chair of Scotland region.

Another big thank you to Gail Blythe, Siemens who retired this year and has been a Steering Group member for a number of years.

And finally, we were so excited to become 'Women in Rail aunties' in 2021 to beautiful baby Charlie, son of Eva McInnes, Cowi and one of our long standing Steering Group members. Congratulations Eva.

Women in Rail North West

End of Year Report

It's been another challenging year for the North West region. The restrictions and recovery from the pandemic have continued to affect us all, but we've tried hard to support each other and keep things moving throughout the year.

In February there was a particular highlight for Anna-jane, our regional chair who had the absolute pleasure of helping Women in Rail provide some light relief during lockdown. Hosting one of the hugely successful series of "An evening with" events, she was accompanied by the England cricketing legend Matthew Hoggard. It was a great evening with plenty of questions from the audience and a truly entertaining guest. As an aspiring spin bowler (and terrible batter!) it was a personal lockdown highlight! Such a personality, "Hoggy" was able to entertain us with anecdotes of his time in the England dressing room, as well as gushing about his more recently acquired passion of cooking BBQ food in his restaurant.

This was followed in June by another great collaboration, with the North West region working alongside Women in Rail London region to deliver "Self Promotion isn't a Dirty Word"

hosted by Gemma Stow. Just what many of needed as we became optimistic about the world opening up again, this was a fantastic event offering us insight and tips as to how to promote our capabilities. We learned that being proud of achievements shouldn't be something to feel shameful about, something our members felt was helpful as they reassessed career moves in light of their time spent in lockdown.

As we approached the back end of 2021 our thoughts turned to what we might achieve in 2022. Next year will be one of reinvigoration for the North West group, and we already have an event planned for late January. We are optimistic this will be an in person event: our members have told us they miss this form of interaction and networking. The Steering Group has also recently welcomed a new member who is tasked with strengthening our relationship with the Young Rail Professionals in our region. The bond between our two groups has been a valuable one, allowing us to combine our strengths and offer both membership groups better events and interaction. We will work to embed and further strengthen this relationship in 2022, so watch this space for WIR and YRP team events in the North West.



Women in Rail Yorkshire

End of Year Report

2020 was a year of unprecedented change, which fundamentally changed the way in which we all work, creating a 'new normal'. By January 2021, we were very conscious many of our members were starting to feel fatigued by the virtual nature of both work and personal life and wanted to continue to support our members with engaging events.

Alongside our own events, the flexibility of remote working and greater use of technology has allowed us to enjoy some of the virtual events held by other Regions. This has been a great opportunity for our members to learn and network further across the industry.

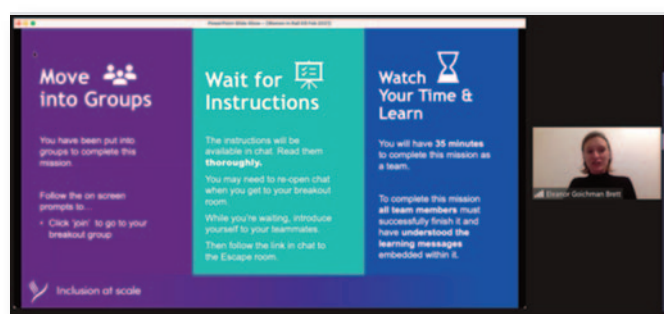
As a steering committee, we have continued to meet virtually throughout the year and are looking forward to meeting our members in person again in 2022.

14 January - How to plan effectively using the power of uncertainty: Lead with clarity

To kick off 2021, we were delighted that Mark Sharratt, Founder of Energy Alchemy, was able to join us to run a webinar on how to effectively embrace agility. Focussing on the uncertain and volatile environment that we work in, which has only been increased by Covid-19, the webinar covered; how to understand drivers of empowerment, adapting priorities, harnessing feedback and ensuring your team has adapted to a world of uncertainty.

09 February – Inclusive Escape Room

By February, we were all tiring of lockdowns and wanted an opportunity for our members to have fun with an educational and immersive Inclusion Escape Room facilitated by PDT Global. Through this unusual format of learning, alongside our members, we learnt key facts and data relating to inclusion, how to enhance our own inclusive behaviour, to articulate micro-behaviours or biases impacting work performance and to understand the importance of learning to 'like more people'.



08 March - International Women's Day Networking: Understanding Privilege and Challenge Yourself

For International Women's Day, Amey hosted a workshop and networking event focussed on the 2021 theme of #ChooseToChallenge. During the informal session we took an opportunity to discuss privilege, allyship and how to challenge successfully. We also took this opportunity to have a virtual catch up with our members.



05 & 06 May - I am Enough! How to Ditch Imposter Syndrome with Ease

A topic that resonates with many of us, it was no surprise that this breakfast workshop was so popular with our members that we ran it twice. Andrea Morrison ran the highly interactive session to revolutionise the way we approach imposter syndrome and to build our self-confidence.

10 June - Presenting On and Offline with Power, Passion and Presence

In June we held another virtual breakfast event, this time focusing on presentation skills. The Covid-19 pandemic has massively increased the use of online platforms, which are rapidly becoming the preferred route to learning for many organisations. We wanted to help our members get proficient at delivering great value through this medium and set up a Presenting On & Offline With Power, Passion And Presence Masterclass with experienced facilitator and coach, Sylvia Baldock, to help attendees increase their confidence in presenting online. The Masterclass covered how to deliver a powerful talk that meets the needs of the audience as well as your own; how to manage the fears around presenting; how to prepare and practice to ensure a confident delivery; and top tips on delivery via online platforms.

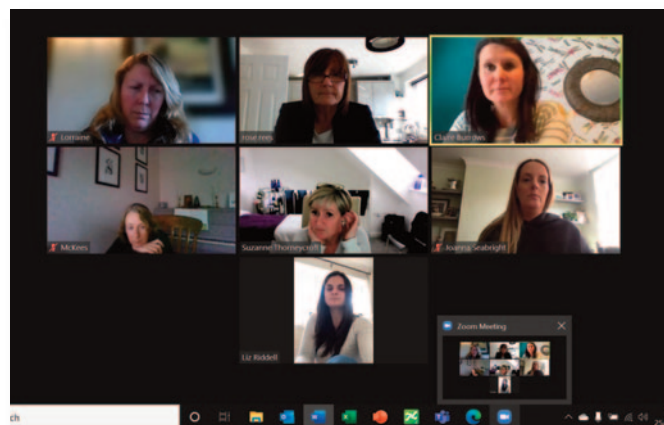
Women in Rail West Midlands

End of Year Report

With 2021 starting with another national lockdown and further restrictions continuing throughout the year, we have continued our programme of online events that worked so successfully in 2020. It has been fantastic to be able to interact so much more between regions, which these virtual events have facilitated. We have enjoyed welcoming some new faces to our events this year, as well as some more familiar ones too. We have also had some fantastic speakers who have given up their time, for which I am very grateful as well as for the continued support of our steering committee here in the West Midlands. We have managed to arrange a couple of "in person" committee meetings and it was so lovely to see everyone face to face again. We had hoped to arrange a face to face event for our members too but this has had to be postponed until 2022 as a result of the latest restrictions – something to hopefully look forward to in the new year! A personal highlight of 2021 was attending the Women in Rail Awards at the Roundhouse in September. It was amazing to be back together at such a large scale event and celebrating successes. I am looking forward to more of that in 2022 but for now here are some of the other highlights from 2021:

Committee get togethers and event planning

- We have enjoyed planning an engaging series of events for our members and liaising with both the other regions and YRP to plan further events into the new year.



How to be free from thoughts and feelings that hold you back, hosted by Mo Bury

How to be free from thoughts and feelings that hold you back, hosted by Mo Bury



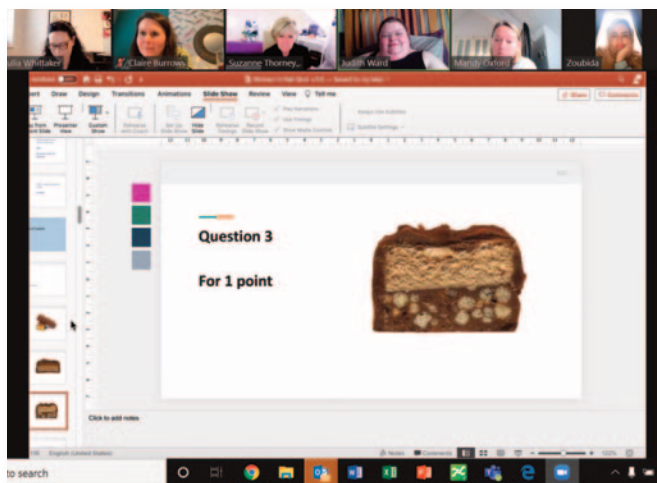
- A frequent speaker for us now, the ever popular Mo hosted an interactive and engaging session that was well attended by our members both locally and across the regions.

The big bounce back – attracting customers back to rail, hosted by Jo Seabright and Penny Allen

- The event run jointly by Cross Country and West Midlands trains was very popular and we had a record number of delegates signing up to attend. The topic was very timely and well received.

West Midlands quiz, hosted by Julia Whittaker

- This fun event was hosted by Julia for us again and was a great opportunity to connect and catch up with some of our local members in a relaxed and light hearted setting.



Power up your personal power by breaking through your limiting patterns, hosted by Nicola Menage

- This event, hosted by the engaging and enthusiastic Nicola, was very well popular and received great feedback. We all felt truly energised after the session!

Women in Rail East Midlands

End of Year Report

Welcome note from Sarah Reid

It has been great to take part in the many events arranged by the different regional teams and we have equally welcomed members from across the UK to ours. We are very much planning and looking forward to having some local face to face events in 2022. There has also been lots of planning happening behind the scenes to launch Never Mind the Gap in various locations across the UK next year. Here are the highlights...

Never Mind the Gap

Piloted by Women in Rail East Midlands, our Never Mind the Gap initiative was developed in 2019 to attract more women into the rail industry. Designed as a cross industry initiative providing free training and two-week work placements for women who want to get their career on track. Targeting women who are currently not in employment and have not been given a chance to fulfil their potential.

Last year we published the Never Mind the Gap Handbook detailing the necessary steps required to successfully run the programme and encourage more women to consider and gain access to a career in rail. This year several groups kicked off in Wales, London, York, and Derby with over 20 organisations committed to be part of the programme from across the rail industry.

Women in Rail East Midlands Events

In a year where the Covid pandemic has continued to impact the way we operate events; the Women in Rail East Midlands Team have provided members with a varied programme of virtual events to encourage networking and provided invaluable opportunities for personal development.

Movie Night from Home	23-Mar-21
My Job in Rail	22-April-21
Mental Wealth Workshop	16-Jun-21
Lunch & Learn – Relaunch from Lockdown	08-Jul-21

During the year, our East Midlands committee said farewell to Charlotte Cruise who embarked on an exciting new opportunity as Senior Consultant at EMEA Recruitment. We also welcomed two new committee members, Bronnie Clarke (Programme Manager, Network Rail) and Nicola McGuire (Marketing Manager, AEGIS Engineering System).

We would like to take this opportunity to thank all our members, sponsors, speakers and committee for their continued engagement and support throughout 2021.

Movie Night from Home

Unfortunately, we took the decision to cancel our Movie Night from Home event due to logistic issues. Many thanks to those who registered – we hope you enjoyed the film regardless.



My Job in Rail

We invited three women to discuss their job roles and experience within the rail industry. The event provided attendees with an opportunity to hear from a range of rail professionals about their day-to-day responsibilities and any challenges they face. Speakers included Faye Barlow (Train Driver, East Midlands Railway), Michele Bramley (Shift Signaller Manager, Network Rail) and our very own committee member Amy Ogden (Industrial Designer, Alstom). Due to popular demand, we plan to host a similar event in 2022.



Mental Wealth Workshop

For many of us our working and living environment has changed dramatically during the pandemic. Led by Wendy McCristal of The Mental Wealth Company, this session provided attendees with an open forum to discuss concerns and focused on preparing us for the challenges of the 'new normal'. Deep diving into the prospect of how everyday life going forward might be different, the workshop provided attendees with confidence and tools to support one another at home or at work.

Relaunch from Lockdown

With the prospect of returning to the workplace and transitioning to a normal way of life, we hosted a unique workshop focusing on the impact of 'Imposter Syndrome' on our confidence and professional development. Led by Sylvia Baldock, the lunchtime session provided techniques to how we can thrive through changing and challenging times and come out stronger and empowered.

Women in Rail Wales

End of Year Report

I recently stepped into the role as Chair of the Welsh regional group, replacing Christine Fernandes, Business Development Lead at CAF, who was appointed the new Chair of Women in Rail. I've been a member of the Women in Rail Wales committee since 2019 and am committed to empowering women within the workplace and tackling unconscious bias.

After taking over the chair from Christine at the end of 2021 our focus has been to both increase the number of Women in Rail members in Wales and working to increase visibility of Women in Rail as an organisation across train operating companies, infrastructure delivery and the supply chain.

2021 has been very challenging and the everchanging Covid public safety measurements meant that we have held very few events in 2021 but we are excited to move into 2022 with several significant events coming up. This includes an in-person event in the Senedd with interactive and virtual experiences, events linking in with the TSSA rail union around Allyship and tackling discriminatory language and sessions focussing on the menopause and period dignity in the workplace.

I want to thank all the steering group members Alice Cowley, Elizabeth Francis, Ivan Youd, Lowri Joyce, Briony Thomas and Emma Dymond for their continued efforts to promote Women in Rail, our events and driving our ambition forward.

Women in Rail Mentoring Programme

As a Wales team we are looking to attract, support, empower and work closely with women from the railway industry supporting them in their development, networking, building confidence and capabilities. A key part of this is encouraging organisations and individuals to join the Women in Rail mentoring programme. Women in Rail Wales encouraged Transport for Wales Rail to join the programme and for the first time a cohort of mentors and mentees in Wales took part.

The feedback from the mentoring programme has been incredibly positive with Sue Bennett providing the following feedback:

"My main goal for this process was personal growth to better my positioning for jobs that I never would have been bold enough to previously put myself forward for. The effort paid off and I recently started an exciting new job, which I'm enjoying every minute of. I can honestly say my recent self-development was a large contributing factor to this achievement.

To anyone wondering whether to apply for future programmes, I can only say do it! My experience has been a mix of great advice, therapy sessions and learning from other people's successes and failures all rolled into a great friendship that will continue

way past the end of the mentorship programme."

June Event

Speaking up and being heard: Women in the Public Eye with Jessica Morden MP

In June we held a virtual event where Jessica Morden MP shared her experience of being a woman in the public eye and discussed her career. This was followed by a discussion panel hosted by the WR Wales committee with representatives from various sectors of the rail industry including Andy Houghton (Managing Director, Pullman Rail), Emma Tamplin (Chwarae Teg, Collaborative Partner) and Kamaljeet (Ruby) Marwaha (Senior Programme Manager, Wales & Western Commercial team, Network Rail)

The event was a great opportunity to explore why some women may be reticent, barriers to getting involved in high profile and public positions and what we can do to encourage more participation from underrepresented groups.

December Social Event

Quiz hosted in collaboration with Young Rail Professionals

Bringing together colleagues from across the rail industry, the quiz held in Pontypridd was a fantastic opportunity for socialising and networking, with some friendly competition thrown in for good measure. The event was open to members of both organisations – Women in Rail and Young Rail professionals and opened Women in Rail up to a new audience. Attendees from Network Rail, TFW and rail engineers had a wonderful evening.

All-Party Parliamentary Rail Group for Wales

Chair Christine Fernandes, and Chair of the Wales Group, Gemma Southgate, represented Women in Rail at the All-Party Parliamentary Rail Group for Wales – this was a fantastic opportunity to promote the key benefits that Women in Rail bring to the industry, along with some of the practical aspects the group can offer individuals and companies, such as providing valuable networking opportunities and acting as an open pipeline for new diverse talent to emerge and strengthen the industry.

Our thanks to Liz Saville Roberts MP, Christina Rees MP, Jess Morden MP, Ruth Jones MP, Nia Griffiths MP for your kind welcome.

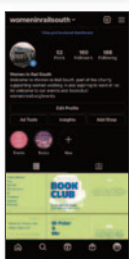
New members

We are always keen to welcome new members to join Women in Rail Wales. Everyone is welcome and we are looking for more volunteers to join our steering group especially those from North, Mid and West Wales. Please do get in touch as we would love to hear from you!

Women in Rail South

End of Year Report

It has been a busy year for Women in Rail South with online events covering a range of topics including insights, personal development, relaxation, and our new book club. Our new Co-Chairs, Sam and Ruth also established an Instagram account, with the very able help of Niomi Pritchard, and this has helped us to have more regular interactions with members and followers.



Personal development

In March Ruth hosted a Zoom webinar *Building Confidence and Impact* with over 150 participants. The session covered what gravitas is and why we need it, how to communicate with impact, and even featured a little musical entertainment (not by Ruth!).

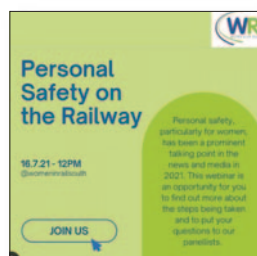


In June, Laura Brunton hosted *Igniting Totally You*, a virtual lunchtime workshop to support and encourage members to live their best lives comparison-free, authentically, and reclaim calmness and control. Attended by over 100 members, Laura went through a useful 4-stage framework, practical hints and tips to help take control of your life, start showing up as you want to be and finished with a powerful visualisation exercise.

We also ran a number of pampering and relaxation workshops, including two *Pamper and Zoom* sessions, both with the maximum number of attendees and a *Stress and Anxiety Yoga Workshop* courtesy of Ashleigh Green who runs Yoga from the Heart.

Insights sessions

Our insights sessions were very popular. *Personal Safety on the Railway* had a fantastic panel of experts including: Paul Green (RDG), Victoria Pond (Chiltern), DCI Sarah White, Chief Inspector Lorna McEwan, Inspector Becky Fryer (British Transport Police). This enlightening and interesting workshop had 80 members join and ask questions about what we can do to ensure that women feel comfortable to both work and travel

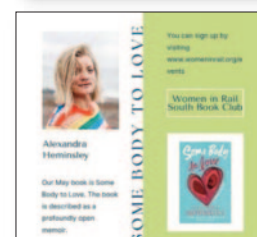
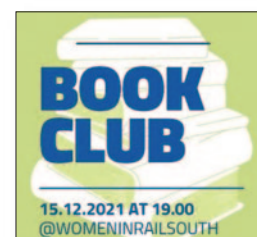


on our railways, and gave an early sight of the new BTP and RDG campaigns against unwanted sexual behaviour.

In September, over 100 members joined our *Bi-Polar and Me* session where Sam Turner, Strategic Commercial Director for Southern Region Network Rail, shared her experiences of living with bi-polar. The session received rave reviews and was incredibly eye opening.

Book club

In January we launched our Women in Rail South book club and have now read seven diverse books covering the genres of memoir, non-fiction, and fiction. Our final session of the year was a Bring Your Own Book (BYOB) so we could share our favourite reads with other members. We even had one of the authors, Alexandra Heminsley, make a surprise appearance on our May discussion of her memoir *Some Body to Love* and had an insight into her experiences on the railway.



Anyone is welcome to join in and we now have a core group of book clubbers who are regular. Our reading list for the year included:

- The Mermaid of Black Conch, Monique Roffey
- Around the World in 80 Trains, Monisha Rajesh
- The Girl with the Louding Voice, Abi Dare
- Somebody to Love, Alexandra Heminsley – joined by the author
- We Have Always Been Here, Samra Habib
- The Shadow King, Maaza Mengiste
- How to Fail, Elizabeth Day
- BYOB

2022

As we move into the next year we have new volunteers to join our Steering Group which means that we'll be able to continue to provide a wide ranging and fantastic set of events. This of course will include our book club (with the January and February picks already made) and we hope some in person meetings.

Thank you to all of the members of the WR South Committee who have worked so hard to make all of this happen, and to our members who have joined in the events and ensured that they have been interesting and good fun!

Women in Rail London

End of Year Report

During 2021 WR London Committee launched 3 events plus 6 sessions for its members on the importance of self-care & 'Me Time'. Wellbeing and self-promotion were key topics at the very heart of the WR agenda during the testing time we have all encountered during the pandemic and 'working from home' restrictions, and its' required change of approach for everyone.

The 1st event was on the 10th March and key speaker Sylvia Baldock who talked about 'the habits that are holding you back at work'. In this webinar Sylvia looked at some of these habits and the impact they have on career pathways and future fulfilment and overall impact of engrained habits. Also, she shared top tips and actions that you can take right now to overcome these habits and to tap into more of your true potential.

The 2nd event was on the 16th June and was a Workshop on Self-Promotion. It is not a 'Dirty Word' presented and facilitated by Gemma Stow. The aim was to offer members the opportunity to participate in the workshop animated by Gemma, a skilled performance coach & training facilitator. The workshop developed 'the Importance of visibility' and involved understanding how women hold back and undervalue themselves. The outputs were tailored so that you can identify how to start showcasing your talent and start considering the impact this can have on individuals and organisations so that you understand the bigger picture and how this can affect gender parity in the workplace. The capability around identifying what is needed to move forward so that you can start to consider and promote further your own career progression. Central to this is identifying your own strengths and what holds you back so that you can find ways that support your career progression plans and help you begin to create your own strategy to be more visible.

This workshop was a collaboration between Women in Rail London and WR North West joining forces to provide their

respective members an opportunity to embrace this key topic and was attended by over 93 participants who joined the call.

The 3rd and final event of the year was on the 13th October and was a workshop on 'Presenting with Confidence and Impact' and again featured Sylvia Baldock and was offered via ZOOM, reflecting again our changed working methods through the pandemic. This session was focussed on helping participants to embrace the wonderful technology at their fingertips and to start using it more effectively and allowing their unique personality to shine through. The workshop also aimed to address how to deliver a powerful talk that meets the needs of the audience as well as your own. Also, the session focussed on how to manage some of the fears around presenting, and how to prepare and practice to ensure a confident delivery, and some top tips on delivery via online platforms.

A further planned event WR had organised on the 9th December and which was sponsored by Stephenson Harwood LLP had to be cancelled. The attempt to progress a face to face event was ambitious, but due to the rise in the numbers of Covid 19 infections it was deemed to be too risky for members' wellbeing. The event was anticipated to be attended by 60 members and was to reinforce the importance of social networking within the sector.

Also, the WR London Committee facilitated 6 Pamper & Zoom Sessions reaching out to the WR London members and highlighting the importance of self-care & 'Me Time'. The events were hosted and sponsored by Suzanne Thorneycroft (Therapeutic Massage Practitioner - Senior Independent Consultant NYR Organic) via the Zoom platform. The events consisted of a brief WR presentation, followed by a practical facial demonstration with the required samples sent to participants in advance.





Women in Rail Malaysia

End of Year Report

Women in Rail Malaysia had an exciting year, even with COVID19 and all the challenges it brought. Faced with intermittent lockdowns and the new normal of Working from Home, we successfully pivoted online and collaborated with different partners to offer a fresh and exciting calendar for everyone to learn, upskill and enhance themselves, wherever they may be.

In solidarity with female business owners, we began a monthly series of online lunchtime talks themed 'Love Local', inviting female Malaysian small business owners to come and share with us how they were managing during COVID19, their challenges and how they pivoted to transform their business model in this new normal we all live in now. We have heard from amazing women running a variety of businesses including a Moroccan beauty spa, fashion lines, shoes, baby toiletries, makeup and even a popup paddling pool business!

In February we ran a 'Girls Do Science' talk in conjunction with International Day of Women and Girls in Science, partnering with UniKL, a local university and in conjunction with World Youth Skills Day 2021, we did 'Learning To Learn For Work And Life' with another university, UTHM.

A French member of Women in Rail Malaysia working for Thales started French lessons for our members and we also ran weekly yoga classes too!

We shone a light on 'Understanding the Importance of Economic and Social Justice' with Pichaeats, a social enterprise that helps refugees in Malaysia earn a living using their culinary skills. Pichaeats shared the plight of these refugees and how

their womenfolk struggle to be financially independent when they are displaced from their home country.

We looked abroad and invited 2 illustrious foreign speakers to share their stories on rail developments in both Indonesia and Japan. We were so honoured to have Ms. Silvia Halim, Construction Director of MRT Jakarta share latest rail developments from Jakarta and Mr. Torkel Patterson talk about Japan's experience in driving the Shinkansen development over the last 60 years, as well as its latest updates on construction of the Maglev, connecting Tokyo and Osaka.

We grabbed the bull by the horns and invited the All Women's Action Society (AWAM) to talk about sexual harassment in the workplace and cognizant of the fact that COVID19 meant job displacement, we organized a workshop entitled 'Boost Your Resume The Right Way'.

To raise awareness on the need for improved Diversity, Equity and Inclusion (DE&I) practises, we invited Ms. Anne Abraham, the Founder and Chairperson of LEADWOMEN to speak on 'Fostering Diversity & Inclusion at the Workplace'. We also invited HILTI Malaysia to speak on 'The Importance of Using Inclusive Language at the Workplace'.

We ended 2021 with the talk 'Post COVID-19: The Future of Malaysia's Rail Industry', cementing hope that the future ahead looks bright given Malaysia's continued commitment to developing human capital in the domestic rail space to support rail projects currently being built and also planned for here in Malaysia.

A special thank you to Adeline Ginn MBE and Founder of Women in Rail

In September 2021, Adeline Ginn MBE and Founder of Women in Rail stepped down from her role as Chair of the charity, a position she held for almost a decade. During Adeline's leadership, the organisation has grown from strength to strength and has become the voice of EDI across the UK rail sector, providing a comprehensive networking platform and free access to professional support programmes not only to women, but to a diversity of people in the sector, campaigning for diversity across all grades and roles and celebrating role models and best practice in the promotion of gender balance and EDI in UK rail. What a truly incredible legacy and a hugely strong platform for growth and the future success of Women in Rail in the years ahead.

Adeline founded Women in Rail in 2012 and has been the driving force behind the success of the charity for nearly a decade. Adeline's unwavering passion to improve diversity, inclusion and the gender balance in the UK rail sector has seen the organisation grow to over 7,500 members across eight regional groups in the UK and one international group in Malaysia.

Marking Adeline's huge contribution to the UK rail sector, she has been the worthy recipient of a number of prestigious awards including the Outstanding Personal Contribution (Senior Management) Award at the National Rail Awards, she was named as one of the most influential women in UK rail - RAIL magazine - the Transformers, was awarded the Working Mums Champion Award at the fifth Workingmums Annual Top

Employer Award and was awarded an MBE in the Queen's New Year Honours List for Services to Rail.

It goes without saying that Adeline's inspirational leadership has resulted in Women in Rail being part of the rail industry's consciousness, in which she has strived, worked and campaigned for better gender balance, diversity, support and equal opportunities for women of all backgrounds, ethnicities, religion and sexual orientation within the sector.

Throughout this annual report you will read about many of the successful activities that have become the backbone of Women in Rail's annual programme such as the mentoring programme, the Big Rail Diversity Challenge, the Women in Rail Awards and the EDI charter to name a few. There are many more. These activities have been led and pushed forward by Adeline, working with a team of nearly 100 Women in Rail volunteers. Thank you so much for all your hard work alongside your day jobs.

And finally, a special note to Adeline,

"We are so proud of what you have achieved and very grateful for the countless hours you have given to Women in Rail to get it to where it is today. We would like to say a huge big thank you for everything and wish you much luck in the future."

From all your friends at Women in Rail.





Women in Rail

Corporate Membership Packages

The aim of the Women in Rail Corporate Membership is to allow Women in Rail to work with an annual operating budget to fund the charity's vision to create and develop a rail workforce that is inclusive, equitable, gender balanced and diverse across all roles and to provide a platform to attract, support and empower women and its allies in the rail industry.

Becoming a Women in Rail Corporate Member will showcase your company's active commitment to supporting the vision and values of the Women in Rail charity.

For more information on how you can become a Corporate Member, please visit: womeninrail.org or email: wr@womeninrail.org.



Look ahead

We hope you enjoyed reading about our achievements in 2021. Next year we hope to return to some further normality and introduce further regional face to face events. Here are some key dates for 2022. We look forward to seeing you at one of our events!

Women in Rail Mentoring Programme

Kick-Off event:

26th January 2022

register now to take part in the Women
in Rail Mentoring Programme 2022:
WRMentoringTeam@moving-ahead.org

Women in Rail Awards

19th May 2022

Nominate now
WRAwards@nimblemedia.co.uk

Big Rail Diversity Challenge

22nd June 2021

Enter a team
info@bigraildiversity.co.uk

And of course, please visit the
Women in Rail website and check
the Regional Groups website
pages for upcoming news and
events!

Best wishes,

The Women in Rail Team



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