

# Women in Rail

## End of Year Newsletter

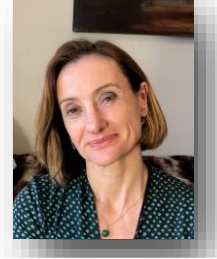


December 2019



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## A few words from the Chair...



Dear colleagues

2019 has again been a fantastic year for Women in Rail, thanks to the hard work, passion and commitment of the amazing Women in Rail team – Regional Leaders and their Steering Committee – and of all the volunteers who support us.

Speaking to people in the industry, I became aware that many do not know that the Women in Rail team is made up entirely of volunteers. It is! And for the last 7 years, Women in Rail has grown from strength to strength thanks to the passion, dedication, altruism and goodwill of the men and women who run it alongside their day job. This, once again, is a testament to how much kindness there is in our industry.

As was to be expected, we have now reached a turning point where we need your help. With 4,000 members and 8 regional groups, we need funding if Women in Rail is to continue its work. This year, we have therefore launched Corporate Membership Packages (the details of which are on page 34). Please take time to look at them and see if you may be able to help. You can also support us by organising fundraising events for Women in Rail. Your donations will enable us to start employing professional staff and make Women in Rail a sustainable, expandable and scalable initiative for our industry.

I hope, like me, you will enjoy reading about the amazing work carried out by the Women in Rail team across the country and beyond in 2019 and I very much look forward to seeing you at one of our events in 2020.

Wishing you a wonderful and relaxing holiday and a very happy and prosperous New Year!

Adeline

Founder and Chair  
Women in Rail

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## 2019...

This year, Women in Rail launched 2 new Regional Groups, Women in Rail London and Women in Rail Wales and the Regional Teams have held over 46 events across the country.

In January, we repowered our mentoring programme, collaborating with Moving Ahead, and partnered with 11 rail companies to deliver mentoring support to 186 mentors and mentees in 93 mentoring pairs. The Programme has received tremendous feedback from mentors and mentees and we are looking forward to the next intake for 2020! We are particularly proud of our pro-bono scheme which enables women in transition, on care or maternity leave, to take part in the programme free of charge.

In April, we launched SWIFT a network of senior women in (or formerly in) UK rail and transport and their male allies whose purpose is to provide space for its members through a peer to peer network and to offer support to high potential women in rail and help them progress their career and transition to more senior roles. Our keynote speaker at the launch was Keith Williams, Chair of the Williams Review. Lillian Greenwood MP also supported the event by talking about the benefits of gender balance and diversity.

In May, Women in Rail held its second Awards Ceremony at the Roundhouse in Camden. The event was again hosted by the lovely Rachel Riley and was a resounding success with participation growing 70% since launching in 2018. It was a real pleasure witnessing the industry showcasing and rewarding the men, women, teams and companies who are going the extra mile to promote gender balance, diversity and inclusion in UK rail.

In June, Women in Rail held its 3<sup>rd</sup> Big Rail Diversity Challenge at Newark Showground. Over 650 men and women, an amazing growth of 85% since 2016, went head-to-head in physical and mental challenges. If you look at the video on the Women in Rail website, you will see that competition was fierce and the event was a tremendous day of fun!

In August, Sarah Reid, Chair of Women in Rail East Midlands, launched “Never Mind the Gap” on behalf of Women in Rail. This initiative provides free training and two-week work placements to women who are currently not in employment, either through a career break, redundancy or otherwise. The objective of this initiative is to attract more women into our industry by giving them the opportunity to experience what it is like to work in a rail company and also support them realise their full career potential.

We ended the year with our Annual Conference on 6<sup>th</sup> December where we reiterated the business case for fostering a gender balanced, diverse and inclusive workforce in UK rail, outlining the steps organisations can take towards becoming more diverse and inclusive and showcasing best practice in rail and other industries. Speakers included Rowena Ironside (Chair, Women on Boards UK), Lynn Tomkins (Chair, Skills 4 UK), Clare Sandling (Joint Head of Gender Equality Policy Team, Government Equalities Office), Ruth Hannant (Director General, DfT), Williams Wilson (CEO, Siemens Mobility), Mat Baine (Managing Director, CPMS), Natasha Zulfliki (Chair, Women in Rail Malaysia) and Liz Dimmock (Founder and CEO, Women Ahead), to name a few.

Here are a few highlights...



-  Stimulate and increase diversity of thought and experience for mentors and mentees.
-  Create a step-change in the number of women attaining senior leadership and board roles in their organisations.
-  Enable one-to-one learning and development through structured mentoring.
-  Provide a confidential and safe place for mentees to talk openly about their career paths.

## PROGRAMME OVERVIEW

The Women in Rail Mentoring Programme is designed to improve gender balance, diversity and inclusion within the UK Rail industry by facilitating a better understanding of the issues facing women in rail and promote cross-fertilisation of ideas and thoughts.

Women in Rail has been running its cross-industry mentoring Programme for the last 5 years. The Programme has been hugely successful with participation growing exponentially from 12 pairs in 2013 to 260 pairs in 2018. Up until last year, the matching of mentors and mentees was an entirely manual process carried out by the volunteers of the Women in Rail Mentoring Team.

To ensure the continued success and sustainability of the Programme, we are now collaborating with Moving Ahead, a leader in the field of mentoring. The Programme now includes matching by algorithm, access to an intranet with best in class learning materials, (a mentoring toolkit, a pre-launch guide and information pack), ongoing support by the Women in Rail Mentoring Team throughout the duration of the Programme and 3 networking events. The Programme also includes a charitable “pro-bono” fund enabling women in transition from their career in rail, on care or maternity leave to take part in the Programme and receive support free of charge.

Mentors on the Programme are senior men and women in UK rail. From 2020, the Programme is open to male mentees (in addition to female mentees) who, to the extent possible, will be matched with a female mentor. Female mentees will, of course, continue to be given priority in terms of matching.

*To take part or find out more, please e-mail [WRMentoringTeam@moving-ahead.org](mailto:WRMentoringTeam@moving-ahead.org)*

## SWIFT

On 24<sup>th</sup> April 2019, Women in rail launched a new initiative, SWIFT.

SWIFT stands for:

**S**     *senior*  
**W**     *women*  
**I**     *in rail*  
**F**     *or formerly in rail*  
**T**     *and/or in transport*



*and their male allies...*

SWIFT is a sub-group of the Women in Rail charity and comprises as its core membership base senior women in (or formerly in) UK rail and their male allies (C-suite and C-suite -1).

SWIFT's purpose is two-fold:

- To provide space for its members through a peer to peer network; and
- To offer support to high potential women in the rail industry and help them progress in their career and/or transition to more senior roles.

In time, SWIFT aims to help shift the dial in respect of the number of women in executive positions in UK rail.

SWIFT offers networking opportunities, leadership dinners and development workshops to its members.

The launch of SWIFT, sponsored by PWC, took place on 24<sup>th</sup> April 2019 in London.

The evening's keynote speaker was **Keith Williams** (Chair, Williams Rail Review). **Lilian Greenwood MP** also said a few words in support of this new Women in Rail initiative.



Since launching, SWIFT has held a **top table dinner** (11<sup>th</sup> July 2019), kindly sponsored by Stephenson Harwood, and a **Non-Executive Directors workshop** (3<sup>rd</sup> September 2019). SWIFT is sponsored by PWC.

*If you would like to find out more about SWIFT, please e-mail Women in Rail:*

**[SWIFT@womeninrail.org](mailto:SWIFT@womeninrail.org)**

*Women in Rail Awards 2019*



*The Roundhouse, Camden, 15 May 2019*



## The Big Rail Diversity Challenge 2019



Newark Showground, 27<sup>th</sup> June 2019

## The Women in Rail Regional Groups





## Women in Rail Scotland

### *Shona Clive, Chair of Women in Rail Scotland*

Now in its second year, Women in Rail Scotland is a thriving group with a steadily growing membership with representatives from all areas of the Scottish rail sector. During this period, we have widened our network of links with like-minded Scottish organisations such as Scottish Engineering, the Institution of Railway Operators, the Institution of Engineering and Technology, Family Friendly Working Scotland and Network Rail's Inspire Scotland.

We kick started 2019 by issuing a survey asking our members what challenges they faced across the Scottish rail sector. The results are being used to shape the Women in Rail Scotland strategy for the years ahead, meaning our strategy and agenda is directly linked with our members' needs. Summary results were shared with the Scottish Government's Workforce Equality Team at a meeting in September. We are in the process of finalising the report which we look forward to sharing with our members in due course.

We have held or supported a variety of successful events this year including:

### **28 February 2019 – Joint networking event with the Institution of Railway Operators (Scottish Area)**

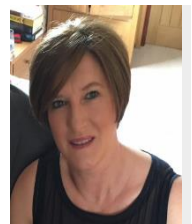
The IRO Scotland very kindly hosted a joint event in ScotRail's offices in Atrium Court in Glasgow where Pauline Hamilton from the IRO and Lorraine Brown from Women in Rail Scotland talked about their organisations' aims, benefits of membership and how we might support each other going forward. The attendees also heard from Kirsty Devlin who works for ScotRail and was awarded Project Manager of the Year at the Rail Staff Awards who gave a very insightful account of her career and her experiences of managing significant projects across the Scottish rail sector.



**Shona Clive**



**Eva MacInnes  
(COWI UK)**



**Gail Blythe  
(Siemens)**



**Lisa McGhee  
(QTS)**



**Lorraine Brown  
(Network Rail)**



## 8 March – International Women’s Day 2019

The Women in Rail Scotland Steering Group supported International Women’s Day with a series of quotes and a film describing their experiences in the rail sector.



## 21 March 2019 – Finding out more about Edinburgh Trams

The team at Siemens put on a terrific evening for our members at the Edinburgh trams depot in Gogar.

Our members were shown around an immaculate depot, a state of the art control room, a workshop and even had a go at driving a tram which proved to be a really positive experience for all. There were definitely a few budding trainee tram drivers in the making that evening. Following on from that, we heard from two senior role models in the Scottish rail sector – Charlene Wallace, Chair of Edinburgh Trams and Sarah Singh, Operations Manager about their journeys through the rail sector. Siemens provided a lovely buffet and drinks to conclude one of our most popular events.



## 16 April – Bringing out confidence in people

The demand was so high for our Confidence Workshop that we had to switch venues with a big thanks to ScotRail once again for offering to host our event. Over 40 members attended to hear some wise words and great advice from Heather Campbell from CommsMasters, as well as taking part in interactive group sessions to help boost our own confidence. Following this event, we issued a short survey to those who attended and received worthwhile feedback which we used to tailor future events.



## 23 June – Women in Rail Scotland supports International Women in Engineering Day 2019

Our brilliant members and their companies marked INWED 2019 by taking part in our social media campaign.



We chose to mark the start of the Scottish summer and school holidays with an informal networking event at Browns in George Square. Believe it or not, it was one of the warmest days of the year in Glasgow so a cool drink and relaxed conversations were a welcome change to our previous events. Providing opportunities for our members to meet new colleagues and gain a widened network of support is an important aim of our group.

## 13 August – Women in Rail Scotland support Young Rail Professionals event

Women in Rail Scotland was delighted to support a Young Rail Professionals (YRP) event on 13 August which hosted delegates from the CRRC Corporation in China. 40 delegates from CRRC (the world's largest rolling stock manufacturer) were on a "Young Rail Tour", a programme to encourage and support young rail professionals from other countries to visit the UK. As part of the tour, YRP held a networking social evening in Glasgow to provide an opportunity for Scottish YRP members to meet and network with the Chinese tour delegates. Steering Group member Lorraine Brown attended the event where she was invited to speak about Women in Rail, describing the aims and objectives of the organisation along with the events and activities we have been hosting. The audience were extremely attentive and very enthusiastic to hear about our efforts.

## 22 August – Women in Engineering Summer BBQ event

In August, we held our summer BBQ event, very kindly hosted by QTS, which focused on Women in Engineering. Despite the damp Scottish weather, it was a well-attended event with some infectiously inspiring speakers, all held within the impressive surrounds of the QTS Rope Access Training Facility. It was terrific to welcome **Vicky Warren**, Network Rail, **Eva MacInnes**, COWI, **Lorna Gibson**, QTS Training and **Catherine Inglis**, Fairhurst, to the Scottish HQ of the QTS Group. As well as speaking about their roles within the rail industry, they were also joined by Corran McArthur, who carried out a demonstration using the rope access facilities. Our members also had the opportunity to give the rope access facilities a try. We were delighted to welcome some teachers and female pupils from the engineering course at QTS's local secondary school to help them find out more about careers in the rail sector, who had

a go on the ropes too. QTS provided a fantastic spread of delicious food to conclude this fantastic event.



### 25 September – is Networking Not Working?

Hosted in the beautiful setting of the Glasgow Art Club, Women in Rail Scotland was delighted to hold this event, hosted by the charismatic **Carol Deveney**, Managing Director of See Change International Consulting. Carol delivered a great interactive session where there was insightful group work addressing networking and the challenges that come with it, as well as a mini brand exercise which got everyone really thinking about how they present themselves and what they say to start engaging conversations. Carol very kindly provided a reading list with lots of books on the topics we covered as well as providing delicious canapés and refreshments for everyone who attended. A fascinating session and a very successful event.



### 10 October – Women in Rail Scotland supports Young Rail Professionals and the Institution of Engineering and Technology and during Rail Week.

Lisa McGhee from our Women in Rail Scotland steering group supported a YRP Scotland and IET event held at the University of Strathclyde on the 10 October as part of Rail Week to encourage students to consider a career in the rail sector. Lisa shared information about Women in Rail Scotland and encouraged the students to join and come along to our events.



### 3 December – Women in Rail Scotland and Scottish Engineering joint Christmas breakfast event

To conclude this year, we were delighted to hold a special Christmas networking breakfast event with Scottish Engineering at their offices in West George Street in Glasgow a fitting location as it was where we launched Women in Rail Scotland back in May 2018. Our members were in festive spirits, wearing their best Christmas jumpers and enjoying mince pies, shortbread and teas and coffees, kindly provided by Scottish Engineering. As Christmas is a time for giving, we asked our members to bring along a gift for the young patients in the Royal Hospital for Children at the Queen Elizabeth University Hospital. A representative from Glasgow Children's Hospital Charity who support the fundraising efforts for the Hospital shared with our members all the great work they carry out and were delighted with the gifts to take back to the children.



The Women in Rail Scotland steering group is fully focused on providing a programme of events for its members in which members learn something new, meet someone new or get a new perspective on how they might progress their careers further, all in a supportive, friendly environment. We warmly welcome new members and look forward to further developing our relationships with like-minded bodies and organisations across the Scottish rail sector, as well as continuing to encourage young people to consider the rail sector as a career.

A big thanks to the Women in Rail Scotland steering group - Eva, Lisa, Lorraine, Gail, Lorna and Jenna for all the hard work, time and effort they have put into this year's programme of events.

[Scotland@womeninrail.org](mailto:Scotland@womeninrail.org)

## Women in Rail North West

### *Anna-Jane Hunter, Chair of Women in Rail North West*

The North West has gone from strength to strength this year. We have refreshed and expanded our membership to include representation from across the industry in the region. This now includes Network Rail, TOCs, Light Rail, recruitment, supply chain and SMEs.

We have held 5 successful events with a varied subject matter and format.

#### North West Re-launch

Hosted in an iconic central Manchester venue the King Street Townhouse, this event saw a re-vamp of Women in Rail in the North West. We attracted our biggest crowd yet, with around 60 attendees. We had an inspirational address from two fantastic women in rail at our kind sponsors TransPennine Express (Liz Collins and Kathryn O'Brien) and from committee member and co-sponsor Nina Lockwood from Intuitive recruitment.

#### International Women in Engineering Day

To coincide with this fantastic celebration, we held an event at the wonderful Museum of Science and Industry (MOSI) in Manchester. Generously sponsored by Murphys and Morsons, we hosted attendees from across the industry as they heard more about careers in the STEM sector and even had a go at testing their engineering skills with a fun and exciting bridge building challenge!

#### Big Picture, Local Picture Breakfast

In October we tested a new format for our next event, with a breakfast talk and networking event, hosted by Transport for the North. We had an exciting look into the future with the mega-project that is Northern Powerhouse Rail from Tim Wood, and the Transport for Greater Manchester strategic rail plan. Our attendees enjoyed the contrast between pan-regional project planning and local transport network transformation. Finally, before her departure to the US to take up a new exciting role, we heard some 'career tips' from Ailene Frantzen from Metrolink. A truly inspirational address, full of candor and humour.

#### Heritage Railway Day

Our first hands on event saw us help out for the day on the Keighley and Worth Valley Heritage Railway. This was a fantastic event which had a waiting list for attendees. See pictures of our day below!

#### Mental Wealth Café

Finally for 2019, we will be holding our first Mental Wealth Café on 28<sup>th</sup> November. This event will focus on all things well being, and resilience. We will have speakers



**Anna-Jane  
Hunter**



**Chris Nutton  
(FTPE)**



**Nina Lockwood  
(Intuitive  
Recruitment)**



**Claire Cronin  
(J. Murphy &  
Sons)**

sharing their own experiences of mental health and how to improve our own mental wealth. We also have an inspirational speaker in the form of Victoria Snell from TransPennine Express, who will be sharing her thoughts on resilience, having undergone an elective amputation in recent years. Sponsored by Fission Rail, the event will conclude with networking and is proving to be a success already by the registration numbers we have.



*The Women in Rail North West Regional team helping out on Heritage Railway Day!*

**[NorthWest@womeninrail.org](mailto:NorthWest@womeninrail.org)**

## Women in Rail Yorkshire

### *Dr Amy Pressland and Jennie Pitt, Chairs of Women in Rail Yorkshire*

In 2019 we have hosted 5 major events, ranging from Accessibility & Inclusion on the Railway in Leeds, our annual Summer Social train ride and pub dinner in Knaresborough, Historical Railway Line walk and educational talk in York, Personal Development planning, and the final event of the year, a pre-Xmas social event with a focus on Networking.

#### Highlights from 2019 events: International Women's Day - 8<sup>th</sup> March

On International Women's Day, Lily Kitchen (Network Rail) led an interactive workshop on personal development planning, the session was then followed by an inspiring talk from Lizzie Hanna Finance Director at LNER who shared her own personal career journey and powerful motto 'be inspired, be respectful, be bold, be aware, be balanced' which has been a key part to her success.

#### Accessibility event

Our Accessibility Event, held in the Queens hotel in Leeds, provided the rare opportunity for representatives from Network Rail, Train and Freight Operators, Designers, Contractors and Community Rail projects from across the region to discuss the barriers to rail travel that we allow to endure, both actual and assumed, and how we can work together to remove these barriers.

The Women in Rail Yorkshire Committee sourced a diverse line up of speakers Charlie Woodhead, LNER, Gerald Townson, Bentham Line Community Rail, James Bowman Northern passenger assistance, David Exeter and Loraine Martins MBE from Network Rail, who delved into accessibility issues experienced by our customers and how we can work across industry to improve travel experiences.

#### The Yorkshire Committee

Our wonderful committee is comprised of women across the region and industry: Clare Brint (Network Rail), Sarah Birtles (Network Rail), Caroline Littler (LNER), Anna Vinogradova (Northern), Gema Garcia (Clancy), Frances Rogalski (Network Rail), Helen Townend (Amey), Jackey Leaper (NCHSR), and Kathy Howarth (NCHSR).

We are passionate in the Yorkshire committee about Women in Rail, and in particular about giving topics of importance the attention they need, and inspiring women across the region to build their career confidence and connections with one another.



**Dr Amy Pressland**  
(DB Schenker)



**Jennie Pitt**  
(LNER)



**Clare Brint**  
(NR)



**Sarah Birtles**  
(NR)



**Caroline Littler**  
(LNER)



**Anna Vinogradova**  
(Northern)





**Gema Garcia Anton  
(Clancy)**



**Helen Townend  
(Amey)**



**“Women in Rail  
Yorkshire did a  
brilliant job. Really  
pleased I was able  
to join [the event].  
Here’s to us  
improving  
#accessibilityforall”  
(Loraine Martins)**



**Jackey Leaper  
(NCHSR)**



**Kathy Howarth  
(NCHSR)**

**[Yorkshire@womeninrail.org](mailto:Yorkshire@womeninrail.org)**

And also:

**Frances Rogalski  
(NR)**

## Women in Rail West Midlands

### *Claire Burrows, Chair of Women in Rail West Midlands*

We would like to thank all of our present and past Committee members, their employers and our other sponsors who have provided their time and support for the Women in Rail West Midlands committee – it has been a busy and productive year! Here are some of the highlights:

#### Networking

##### **The Power of Emotional Intelligence – 7 February 2019**

This event saw a popular and over-subscribed workshop run by past chair Nicki Crossland of Qi Performance, hosted by HS2.



**Claire Burrows**  
*(Shakespeare Martineau)*

##### **Wine tasting and quiz evening – 19 March 2019**



Our wine tasting was delivered by leading Birmingham independent wine merchant Loki Wines and saw 10 teams competing over a wine tasting and rail themed quiz.



**Rose Rees**  
*(MMA)*



**Sarah McKee**  
*(Eiffage Kier)*

##### **Meet the Committee networking event – 4 April 2019**

Held at local wine bar Primitivos, the committee enjoyed the chance to catch up in a relaxed setting and network with both new and existing members.

##### **University Challenge: the role of railway research and innovation – 23 May 2019**



This event was hosted by the Birmingham Centre for Railway Research and Education at the University of Birmingham. WRWM members were invited to Europe's largest specialist centre to find out more about railway research, education and innovation, followed by an opportunity to testing their skills on the train driving simulator!



**Alexia Binns**  
*(HS2)*



**Lorraine Warner**  
*(Network Rail)*

## Picture imperfect: women in engineering photo competition and networking event – 20 June 2019



This event sponsored by SLC Rail and Ford & Stanley celebrated ordinary women working in engineering and promoted inclusivity. A drinks reception greeted our attendees as they viewed the competition entries and the winner was announced.



**Rachel Green**  
(Infraskills)

## It's ok to not be ok – 21 November 2019

This seminar was hosted by Network Rail and saw a series of speakers tackle topics such as mental health and personal resilience.

### Promoting

## Rail Live 2019 – 19/20 June 2019



In the middle of summer, a number of our committee were in the Warwickshire countryside representing Women in Rail at Rail Live at the Quinton Rail Technology Centre.



**Suzanne Thorneycroft** (Qi Performance)



**Jessica Jones**  
(Ford & Stanley)

As well as representing WIR to a large number of industry colleagues - and signing up new members - we also welcomed the Secretary of State for Transport, Chris Grayling MP, to our stand (pictured left).

## UKRRIN 2<sup>nd</sup> Annual Conference – 21 November 2019



We spent a day at the UK Rail Research and Innovation Network Annual Conference in Birmingham alongside our friends at the Young Rail Professionals. This was a great opportunity to reach out to both industry professionals and researchers and academics.

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## **Fundraising**

### **Red Box fundraiser – 8 March 2019**



The Committee marked International Women's Day by collecting sanitary products to support the Red Box campaign. These were distributed to schools in under-privileged areas across the West Midlands. The committee members arranged for collection points to be set up at their offices.

### **Macmillan fundraising coffee morning – 27 September 2019**

In September, the WRWM committee got baking to raise money for Macmillan cancer research at a coffee morning hosted by Eiffage Kier - we were delighted to raise £400 in support of the valuable work undertaken by Macmillan.

**[WestMidlands@womeninrail.org](mailto:WestMidlands@womeninrail.org)**

## Women in Rail East Midlands

### *Sarah Reid, Chair of Women in Rail East Midlands*

Our events this year have followed a similar vein to previous years, a mix of networking opportunities for members in the East Midlands and personal development sessions. We started by asking members what they wanted in 2019 and then followed that with events spread throughout the year. The difference this year was increased collaboration with Young Rail Professionals, which has been positively received.



**Sarah Reid**  
(Network Rail)

#### Our events in 2019

January	Feedback from the members
March	Be Your Best Self – a development workshop
May	Private cinema screening
July	Summer Drinks & Quiz
September	Making New Connections part 1 - networking
November	Making New Connections part 2 - social media



**Rebecca Adams**  
(DCC)

#### Never Mind the Gap

In addition, we decided to do more to attract women into the industry. Something that all rail companies in the region find challenging.

The rail industry struggles to attract women and as a result only 1 in 12 employees are female in the East Midlands. As an industry we want to see more gender balanced organisations and are collectively working on initiatives to get females into rail. There is already a lot of focus on schools and colleges, which is helping organisations to attract females on to apprentice and graduate schemes. One of the biggest challenges is getting females to apply for roles.



**Jennifer Walpole**  
(NTAR)

Never Mind the Gap is a pilot Women in Rail initiative in the East Midlands designed to provide 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, either through a career break (i.e. moving on from caring), redundancy or otherwise, and have not been given a chance to fulfil their potential. The objective is to attract more women into the rail industry by giving them the opportunity to experience what it is like to work in a rail company. We are looking for individuals with a positive attitude, who are enthusiastic about getting into work and are keen to improve their employability.



**Caitlin Richardson**  
(Mott MacDonald)

The following employers are providing work placements:

- Network Rail
- Bombardier
- Cross country Trains
- Mott MacDonald

The following organisations are supporting the initiative:

- ATA Recruitment
- Derby City Council
- Department for Work & Pensions
- Job Centre Plus



**Charmaine  
Welch  
(ATA)**

**Key Dates:**

Meet the Employer	Monday 14th October
Pre-Placement Training	Wednesday 6th to 8th November
Work placements	Monday 11th to Friday 22nd November

The aspiration is to turn this into a national annual rail event, as this is a really practical way to get more women interested in working in the rail industry. We have learnt a lot over the past few months and it has just brought into stark focus the challenges that the UK rail brand has in persuading women that working in the rail industry can deliver a rewarding and exciting career.

**Never Mind the Gap**  
a **Women in Rail** initiative  
Training and Work Placements to Help Get More Women into Rail

If you're thinking about returning to work or have not been given a chance to fulfil your potential, then this is the opportunity you've been waiting for.

Women in Rail is a registered charity and aims to improve diversity in the UK rail industry by providing support for all women within, or those interested in joining, the sector.

Never Mind the Gap is a Women in Rail initiative designed to provide free training and work placements for women in the East Midlands who want to get their career on track.

You'll have the chance to get work experience at some incredible local rail companies who are excited about showing you how rewarding a career in rail can be.

To find out more and to register your details for our **Meet the Employer** event on Monday 14th October 2019, 10:00 - 12:00, go to: <http://bit.ly/2kTssYT>

Our next training and work placements programme will take place 6th - 25th November 2019

[EastMidlands@womeninrail.org](mailto:EastMidlands@womeninrail.org)

## Women in Rail Wales

### *Joanna Seabright, Chair of Women in rail Wales*

It's an exciting time for rail in Wales with the launch of Transport for Wales in October 2018 and the development of the new South Wales Metro now underway. With so many varied career opportunities, it is the ideal time to inspire women from all backgrounds to join the rail sector in Wales so launching Women in rail Wales was timely!



**Joanna Seabright**  
(TfW)

### **Launch of Women in Rail Wales Regional Group – 26 June 2019**

The new Women in rail Wales group launched in Cardiff in June. The new group is focussed on working towards establishing Women in Rail in Wales and supporting the objectives of the charity to improve gender balance, diversity and inclusion in UK rail.



**Alexia Course**  
(TfW)

Cardiff and Vale College Business Centre hosted the launch event which was attended by over 100 men and women involved in the rail industry in in Wales. The launch included a lively panel discussion with key speakers sharing their own experiences and career journeys, their thoughts on how to improve diversity in rail in Wales and what impact a more diverse workforce will have on the industry. The speakers were:

- Sam Hawkins, Chief Financial Officer, Transport for Wales Rail Services
- Nia Watkins, Project manager, Network Rail
- Alexia Course, Director of Rail Operations, Transport for Wales
- Marie Daly, Director of People and Engagement, Transport for Wales Rail Services



**Samantha Hawkins**  
(TfW Rail Services)

We already have the support of a number of organisations including Transport for Wales, KeolisAmey, Network Rail, CAF Rail, Arriva UK Trains and the Department for Business, Energy and Industrial Strategy.

We've got ambitious growth plans; showcasing the benefits of gender balance, diversity and inclusion whilst helping members to expand their professional and personal network locally.

The Women in rail Wales group will be organising a variety of events in North and South Wales, including networking opportunities, development workshops and social get-togethers.



**Lisa Jenkins**  
(Freelance Consultant)

### **Networking and information sharing event – 1 November 2019**

Following our successful launch, we hosted a networking and information sharing event in Llandudno Junction, North Wales.



**Clare James**  
(TfW Rail Services)

The Welsh Government kindly hosted the event, which included an interactive session on service quality, how to measure the effectiveness of our rail service and how to deliver exemplary customer experience.

This event was well-suited to operational staff looking to improve their skill base and meet likeminded colleagues.

Planning is underway for a full calendar of events in 2020!



**Amanda Furlong**  
(Arriva UK Trains)



**Christine Fernandez**  
(CAF RS UK)



**Ceri Taylor**  
(TfW)



**Ivan Yould**  
(BEIS)



**Marie Daly**  
(TfW Rail Services)



**Alison Thompson**  
(NR)

**And also...**

**Sara Holland** (TfW Rail Services)

**Amanda McLaughlin Jones** (CAF RS UK)

**Amanda Newton** (NR)



[Wales@womeninrail.org](mailto:Wales@womeninrail.org)



## Women in Rail London

### *Leila Rahimzadeh, Chair of Women in Rail London*

In 2019, the Women in Rail London Regional Group launched and held 4 events and workshops.

#### Launch of Women in Rail London Regional Group – 11 February 2019

We were delighted to officially launch on 11<sup>th</sup> February 2019. The launch event was sponsored by law firm, Dentons and was attended by about 100 men and women in UK rail, of all grades and roles.

Our keynote speakers were Adeline Ginn, Founder and Chair of Women in Rail, Paul Plummer, Chief Executive Officer of the Rail Delivery Group and Shamit Gaiger, Director of Strategic Advisory at AECOM, Board Trustee at Campaign for Better Transport and Non-Executive Director at the Department for Transport.



**Leila  
Rahimzadeh**



**Amelia Mullins  
(RDG)**



**Amelia Woodley  
(SWT)**



**Beckie Barnes  
(KeolisAmey)**



**Charo Barcena  
(Systra)**



### Networking event – 26 March 2019

On 26<sup>th</sup> March 2019, we hosted a networking event at Balls Brothers, Athene Place. The event was kindly sponsored by Abellio.



**Christine Fernandes  
(CAF)**



**Emily Glover  
(CPC Systems)**



**Emily Lightowler  
(Abellio)**

### “What is confidence and how you can get more of it!” workshop – 12 June 2019

On 12<sup>th</sup> June, we were delighted to host a professional development workshop on confidence at the offices of Stephenson Harwood. Our keynote speaker was the wonderful Gail Grace from True You Coaching.



**Katherine Stowe  
(NR)**



**Kirstie Smith  
(RSSB)**



**Laura Beverley  
(RDG)**

## Resilience workshop – 26 June 2019

On 26<sup>th</sup> June, we hosted a workshop on resilience at the offices of law firm, Dentons. Our keynote speaker was Dr Gwenllian Williams.



**Lizzie Ooi**  
(RDG)



**Michelle Jackson**  
(Transport Focus)



**Sandrine Geddis**  
(Eurostar)



**Susan Evans**  
(AECOM)



## Christmas networking drinks – 5 December 2019

On 5th December we were delighted to welcome our members for Christmas drinks at the offices of law firm Ashurst. It was a really fun event and a great way to end a fantastic 2019!

[London@womeninrail.org](mailto:London@womeninrail.org)

## Women in Rail South

### *Anna Delvecchio, Chair of Women in Rail South*

#### Transport's Woman of the Year 2018

##### **“Elevate your visibility to success” – 25 October 2019**

The Women in Rail South team brought you a number of professional development events throughout the South and West in 2019.



**Anna Delvecchio  
(Amey)**

##### **“Unlock your career potential using your strengths” – 14 January 2019**

working with the fantastic Gill How – an expert in positive change to facilitate the workshop to help you re-ignite your “can do” confidence and accelerate the results you desire.

The workshop covered:

- What your own, key strengths are and how to use them to develop your career
- How to create strategies which build on your strengths and downplay your weaknesses
- How to create a personalised motivating plan you can proactively implement



**Allison Philips  
(Embryo Consulting)**

##### **Superstar Communicator event – 30 July 2019**

working with the talented International Communications and Speaking Expert, Speaker and Trainer Susan Heaton-Wright.

The workshop covered:

- The power of active listening
- How to engage your audience
- Create charisma and presence
- What to say and how to maintain clarity
- Top tips for managing nerves when speaking



**Ebony Soltani-James  
(Consultant)**

##### **Wellbeing and Mental health event – 7 August 2019**

working with Mental Health Director, and Trainer Steve Carr. Sharing his extensive experience and knowledge. An interactive workshop covering:

- Steve’s story
- What is mental health?
- How to stay emotionally well
- Wellbeing in the workplace



**Glen Willie  
(SWT)**

**And also...**



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## Elevate your visibility to success– 25 October

working with both Will Karlsen, Executive and Leadership Coach at iManage and Gail Grace at True You Coaching to host this engaging and informative event.



The workshop provided techniques, getting advice on how to elevate your visibility and lead with confidence.

The tips included:

- Why is visibility so vital?
- How to 'Elevate' your visibility within your organisation and outside
- How can you build meaningful relationships to succeed?
- The right balance of visibility



[South@womeninrail.org](mailto:South@womeninrail.org)

## Women in Rail Malaysia

*Natasha Zulkifli, Chair of Women in Rail Malaysia*



### Inaugural Leadership Conference

Organized on Monday, 8th July 2019 at the JW Marriott Hotel, Kuala Lumpur from 9.30am to 5.00pm, this conference was attended by more than 450 delegates from various companies and career backgrounds including students from upper secondary schools and universities with them being exposed to leadership ideas and to career opportunities in the STEM space. Themed “TOGETHER TOWARDS TOMORROW”, it provided a platform for cultivating business networks and an opportunity to learn about international best practices. The focus for WIR Malaysia in this Leadership Conference was to ensure the Malaysian rail space continues to thrive as a more competitive, inclusive and diverse one.

### TOEIC Test for Women in Rail Members

On the 17th of August 2019, 18 members of WIR Malaysia sat for the TOEIC (Test of English for International Communication) test organized by the Educational Testing Service (ETS) learning centre in Kuala Lumpur. The TOEIC test is the global standard for workplace English-language assessment. More than 10,000 organizations in 120 countries rely on the TOEIC test to measure their staff’s English proficiency. WIR Malaysia topped the overall score chart and the members were very pleased with the results obtained, with the highest score being 985/990. The excellent results of the 18 individuals showed that our members are indeed world class in terms of English proficiency. It also emphasised and reaffirmed WIR Malaysia’s commitment to supporting the professional development of its members.

### Historic ETS2 Train Launch

10th October 2019 marked another milestone for WIR Malaysia when 90 of its members including 70 students from 3 public universities joined the Ministry of Transport to ride on the new Electric Train Service 2 (ETS2) from Kuala Lumpur to Ipoh. ETS2 was launched by the Sultan of Perak, Sultan

Nazrin Muizzuddin Shah, who rode the Business Class coach to Ipoh from the Kuala Lumpur Old Station. He was accompanied by his consort, Raja Permaisuri Perak Tuanku Zara Salim, for the two-and-a-half-hour train journey. On board, the members were given a briefing by KTMB (Malayan Railways Limited) and CRCC (China Railway Construction Corporation Limited) on the train's facilities, such as the train design and the facilities for those with special needs. The university students also had a knowledge sharing session conducted by the WIR Malaysia members in collaboration with the technical team from Mott MacDonald Malaysia. WIR Malaysia is committed to creating and promoting great learning experiences to inspire Malaysian students to become lifelong learners, and encourage them to pursue an all-round education.

### 9<sup>th</sup> Women in Rail Malaysia Leadership Talk

WIR Malaysia was delighted to have Mr Neil Robertson speak at Women in Rail Malaysia's 9<sup>th</sup> Leadership Talk which was held at Christopher Lee Ong, Kuala Lumpur on the 13<sup>th</sup> November 2019. Neil shared his thoughts about how women can progress in their respective careers. He advised the attendees to be nice in different ways, most importantly be nice to each other and also to stay focused on their career. Neil said women should also consistently train and learn especially now since the workplace is becoming more automated and digitised. Neil concluded the session by sharing the research conducted by Harvard University about two important things that workers need to do to get promoted. One is networking and another is to move and not get stuck in the same work environment.

### Women in Rail Malaysia Year End Party & Launch of the Mentoring Programme

Work hard, party harder! Women in Rail Malaysia ended 2019 by organising a year end party on 8<sup>th</sup> November, themed ALL WHITE with all members arriving dressed to the nines in their best white ensemble. WIR Malaysia also took this opportunity to launch its Mentorship Programme for 2020. With 11 mentors and 19 mentees making up the first batch for the WIR Malaysia Mentorship Programme. It was a lovely evening because quite a few members who had never attended any WIR Malaysia event before, came and were able to experience first-hand how being a part of a group of like-minded career professionals not only encouraged camaraderie, but also cemented an unspoken sisterhood which cannot be underestimated, particularly given the challenges the Malaysian rail industry has faced in the last 18 months.





 [womeninrailmy](https://www.instagram.com/womeninrailmy)

 [womeninrailmy](https://www.facebook.com/womeninrailmy)

 [womeninrail.org.my](https://www.womeninrail.org.my)

[www.womeninrail.org/Malaysia](https://www.womeninrail.org/Malaysia)



## Looking ahead to 2020...

We hope you enjoyed reading about our achievements in 2019. Here are some key dates for 2020.  
We look forward to seeing you at one of our events!

### **Women in Rail Mentoring Programme**

Kick-Off event: 27 February 2020

register now to take part in the Women in Rail Mentoring Programme 2020:

[WRMentoringTeam@moving-ahead.org](mailto:WRMentoringTeam@moving-ahead.org)

### **Women in Rail Awards**

6 May 2020

Nominate now [WRAwards@nimblemedia.co.uk](mailto:WRAwards@nimblemedia.co.uk)

### **Big Rail Diversity Challenge**

25 June 2020

Enter a team [info@bigraildiversity.co.uk](mailto: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, including how to support Sarah Reid's **Never Mind the Gap initiative!**

Best wishes,

The Women in Rail Team

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## Corporate Membership

*Please see details of our Corporate Membership Packages at*

[www.womeninrail.org/contact-us](http://www.womeninrail.org/contact-us)

## Our corporate Partners

### RDG HRD Gold Partnership Members



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**Gold Corporate Member**





**Women in Rail**

E: [wr@womeninrail.org](mailto:wr@womeninrail.org) | [www.womeninrail.org](http://www.womeninrail.org)

Registered in England and Wales

Company Number 9859710

Registered Charity Number 1167835

Registered address:

**London Fruit & Wool Exchange, 1 Duval Square, London, E1 6PW**