

WOMEN IN RAIL

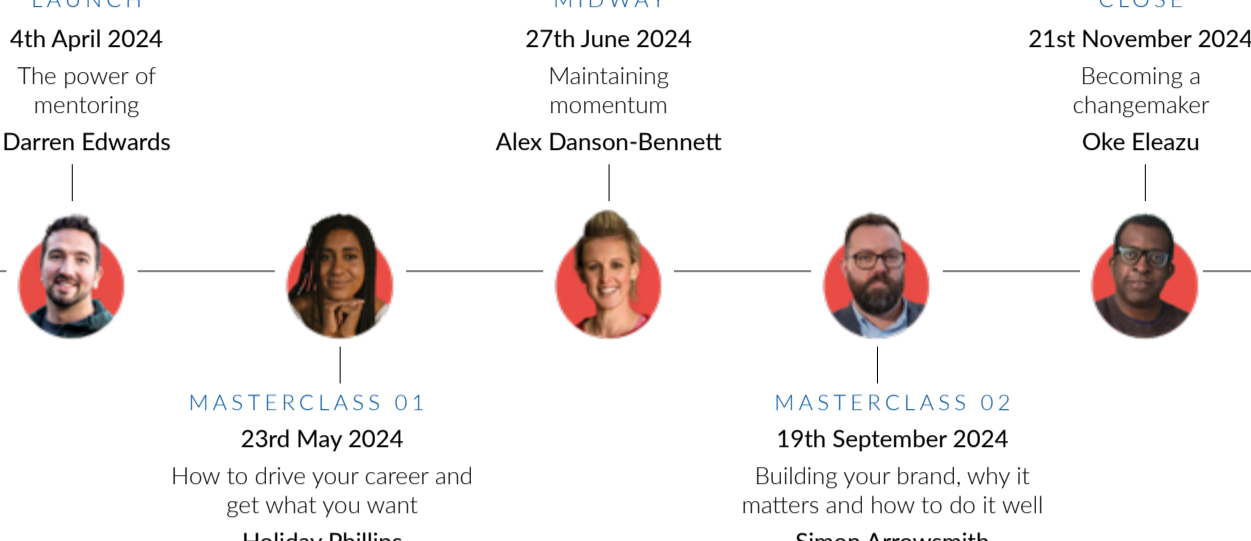
MENTORING PROGRAMME

CLOSE REPORT

Women in Rail was established to champion diversity and inclusivity within the UK rail industry, creating valuable networking opportunities and supporting women across the sector. While the programme initially prioritised gender diversity, it has evolved to embrace inclusivity across a broad spectrum of diversity. By fostering diverse thinking, cross-pollination of ideas and the development of expansive networks, the mentoring programme drives diversity, equity and inclusion across the industry.

Now in its **sixth year**, the Women in Rail programme continues to thrive, this year's cohort welcomed **514 participants** from **29 organisations**, a testament to its impact and reach.

TIMELINE



Mentoring pairs have met on average **5** times

HOW HAS THE PROGRAMME CREATED IMPACT SO FAR?



WE ARE ADVANCING CAREERS AND REPRESENTATION...

56% of mentees say their mentor **boosted their confidence** during the programme

34% of mentees feel comfortable **self-promoting their achievements** (vs 13% at baseline)

45% of mentees have been **promoted, expanded responsibilities, or moved roles** in just nine months from the programme launch



...BY TACKLING PERSONAL BARRIERS

41% of mentees feel they can **delegate effectively** (vs 22% at baseline)

83% of mentors **feel confident in making decisions** (vs 33% at baseline)



...BY CHALLENGING SYSTEMIC BIASES

28% of mentors say their mentee helped them to **see the workplace differently**

56% of mentees say their mentor has been a **guide and support to them**



66% of mentees and **68%** of mentors would recommend the programme (gave the highest scores of 6 and 7 out of 7)

THE MENTORING EXPERIENCE

Helped mentees develop their confidence...

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

MENTEE

Provided a networking platform...

“As usual this has been a very positive time and one that has been rewarding and has widened my network and increased my understanding of other people's concerns, opinions and challenges with working in the UK rail market.”

MENTOR

Advanced participants' leadership skills...

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

MENTOR

WHAT MENTORS AND MENTEES SAY...

“I loved the time and insights my mentor provided me with—a safe shared space to bounce back ideas and learn.”

MENTEE

“A very useful initiative for both mentors and mentees. I will continue to support my mentee and would be very happy to support future mentoring.”

MENTOR

“My mentor helped me believe in myself more. She asked good questions, and queried my way of thinking, which really helped me develop self confidence and belief in myself. She also provided me with practical tools and solutions to help with my development.”

MENTEE

“I was really happy with the matching process and found my mentee to be someone I could really relate to. Seeing her grow in confidence over the nine months and ultimately secure a new role was a great experience.”

MENTOR

KEY POSITIVE THEMES

MENTEES



Confidence boosting programme



Practical, tangible advice from mentors

MENTORS



Positive and fulfilling mentoring relationships



Leadership development



Interesting events, content, and speakers

Methodology note

Participation rate in the close survey 2024: 12% of mentees and 16% of mentors

We compare consistent samples at different points throughout the programme to guarantee true impact measure (32 mentees and 40 mentors)

The close survey was sent to participants nine months after the launch date and ran between November 21st 2024 – 2nd December 2024

For more information, please contact womeninrail@moving-ahead.org

