



# Women in Rail



# What We do



- 2012: launched on LinkedIn – now registered charity
- Now: over 7,500 members and 10,000+ followers on LinkedIn, Twitter
- 8 regional groups – 1 international collaboration
- Networking and development workshops across the country – in person and virtual
- Very successful cross-company mentoring programme
- SWiFT: a peer-to-peer executive network committed to increase gender diversity in senior roles
- Nov. 2020: launched the rail industry Equality, Diversity and Inclusion Charter, jointly with RIA
- Runs campaigns, reports, surveys, articles – trade and national press



# Our vision

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A rail workforce that is inclusive, equitable, gender balanced and diverse across all roles

# Our mission

To attract, support, empower, all women and allies in the rail industry.

## Women in Rail in numbers:

Over **100**  
volunteers

Been running for  
**10 years**

Over  
**7,500**  
members

**12,300**  
followers  
on linkedin

**8** regions across UK  
**1** international group (Malaysia)



**Our core objectives:  
Support, empower, attract**



# Networking platform: in-person and Virtual



## Networking opportunities across the country

- Family friendly nature reserve tours
- Summer socials
- Depot visits
- Quiz nights
- MacMillan Coffee Mornings
- Private film viewings



and many more networking events....

# Development workshops: In-person and Virtual



- Presentation skills
- How to brand yourself
- Power language for career activists
- Unconscious bias
- What is your career vision?
- The Imposter Syndrome
- Embracing our uniqueness to create winning teams
- Psychological Safety
- Leading a major programme and many more.....



## 10 YEARS ON... DIVERSITY NETWORKS ARE POINTLESS!

Two panels will go head to head to debate their points on whether diversity networks such as Women in Rail are pointless or beneficial.

It is aimed at being open and interactive with questions out to the audience.

Places are limited and must be booked through the women in rail website [www.womeninrail.org](http://www.womeninrail.org).

**12 OCTOBER 2022**  
15.30 - 17.30

WSP OFFICE  
8 FIRST STREET MANCHESTER,  
NORTH WINTER GARDEN



Women in Rail Wales presents:

## Understanding Allyship

In partnership with TSSA



Thursday 7 April 2022

13:00 - 14:00

via Zoom



# Rail Professional



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Women in Rail | Shona Clive

## Keeping connected in Scotland

Shona Clive, project lead, Rail Cluster Builder, Scottish Engineering and Chair of Women in Rail Scotland

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Women in Rail | Amy Pressland & Jennie Pitt

## Women in Rail Yorkshire: Capitalising on WFH during Covid-19

Amy Pressland, Head of Learning and Development at DB Cargo (UK) Limited and Jennie Pitt, Inclusion and Engagement Manager at LNER, Chairs of Women in Rail Yorkshire

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Women in Rail | Samyutha Bala & Ruth Busby

## An equitable road to recovery

Samyutha Bala, Head of Customer Experience at Great Western Railway and Ruth Busby, HR Director at Great Western Railway and co-Chairs of Women in Rail South describe how they think we can rebuild

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Women in Rail | Claire Burrows

## Women in Rail's message of supporting women and attracting female talent instantly resonated with me

Claire Burrows, legal director at law firm, Shakespeares-Martinez, and Chair of Women in Rail West Midlands talks about her role as a Regional Leader for Women in Rail, helping to grow the organisation outside of London and its importance for promoting diversity and career opportunities within the sector

# 1 column a month since 2015!

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Women in Rail | Claire Burrows

...and I think we've got a lot to be proud of. It's not just about the numbers, it's about the impact we're having on the industry and the lives of our members. We've seen a real shift in the way people think about diversity and inclusion, and that's a huge step forward. We're not just talking the talk, we're walking the walk. We're creating a more inclusive and supportive environment for everyone in the industry, and that's what we're most proud of.

EDI Charter

## A Pledge for Equality, Diversity and Inclusion across the UK rail industry

Kate Jennings, of the Railway Industry Association, and Adeline Ginn MBE, of Women in Rail, discuss the new charter set to transform the sector

## Leading the charge towards diversity across the rail industry

LNER's Abu Siddique on the need for open, honest leaders who prioritise how their people feel

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Women in Rail | Rajinder Pryor

## The Women in Rail Mentoring Programme

Breaking down bias and challenging prejudice, one mentoring pair at a time

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Women in Rail | Rajinder Pryor

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## Stand a little taller

The railway helped Rajinder find her voice - now she's using it to inspire others

Rajinder, who works for Network Rail as a customer relationship executive, was first inspired by her own family and later at the heart of her passion. The theme left her feeling confident and taller. But, shown as by her late sister's wish for her to study hard, get a good job and show. Rajinder has come out on top. She tells RailDirector about the experiences that shaped the woman she is today, her 15-year career and why she wants more women and BAME colleagues to pursue a career in the industry. "I grew up with a father who didn't see me because I was a girl, in an environment where I could only go as far as my father would let me."

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Women in Rail | Shami Gogger & David Stratton

## A force for good to grow the next generation of leaders

AECOM's Shami Gogger and Southeastern Railway's David Stratton discuss SWIFT

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# Cross-Company mentoring programme



87% of mentees felt more confident or empowered because of their mentoring relationship and more able to network and self-promote to enable their progression; almost a fifth of participants achieved a promotion during the 2021 programme

71% of mentees and 52% of mentors felt inspired to create change in their careers or organisations as a result of the programme

70% of 2021 participants felt the programme changed how they see their workplaces

93% of mentees and 80% of mentors would recommend the programme to a colleague and 82% of participants would actively seek out a mentoring relationship again.

## The Impact & Ripple effect

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.

# The Big Rail Diversity Challenge



The Big Rail Diversity Challenge is back for its eighth 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.



# Celebrating Excellence Women in Rail Awards



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 within the UK railway industry.



- SWiFT stands for: Senior Women In (or Formerly) in rail and/or Transport.
- SWiFT is an integral part of Women in Rail and was created by, and comprises as its core membership base, senior women in (or formerly in) UK rail and their male allies.



SWiFT provides space and support for its executive members through a peer to peer network – the Teal Network.

SWiFT also offers high potential women in our industry a platform to help them progress their career and transition to more senior roles – the Blue Network.



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

For information, e-mail: [swift@womeninrail.org](mailto:swift@womeninrail.org) or visit the Women in Rail website - SWiFT

## Benefits of becoming a SWiFT Member:

- Access to professional networking events throughout the year
- Have the opportunity to attend “Board Ready” development workshops
- Access to Leadership Talks from male and female executives
- Peer-to-peer networking events
- Access to a platform to help progress your career
- Access to support for establishing yourself as a leader
- Automatically become a Women in Rail Member

# Reaching out to women in need



## 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



**BOMBARDIER**



**M**

**M**

**MOTT MACDONALD**

## WR Mentoring Pro-Bono Fund

Women in Rail cross-company mentoring programme



### Mentoring partnership stories



David is a senior leader for Thales, a French multinational company that designs and delivers high technology solutions within the aerospace, defence, transportation and security markets. His mentee, Lei, is a structural engineer for Atkins, a British multinational engineering design, planning, architectural design, project management and consulting services company. Their mentoring relationship began at the Women in Rail launch event in November of last year and since then their relationship thrived and Lei nominated David as mentor of the year.



Women in Rail cross-company mentoring programme



### Mentoring partnership stories



Carolyn

Lucy has recently been employed by Network Rail having worked three jobs to make ends meet. Her mentor, Carolyn, who has been her bedrock of support for achieving her dream role, is an independent advisor for the rail industry and was recently awarded the 'highly commended' programme partner of the year at the 2020 Women in Rail mentoring programme celebration awards.



Lucy

“ In January I was working three different jobs to make ends meet, now, because of my mentor I have my dream role. ”

Lucy



# EDI Charter



The Rail Industry Equality, Diversity & Inclusion Charter represents our industry's commitment to openly support the EDI agenda.

For more information on how your organisation can be involved, please visit the Women in Rail or Railway Industry Association websites or search for WR RIA EDI Charter



# Celebrating diversity and encouraging togetherness



WR

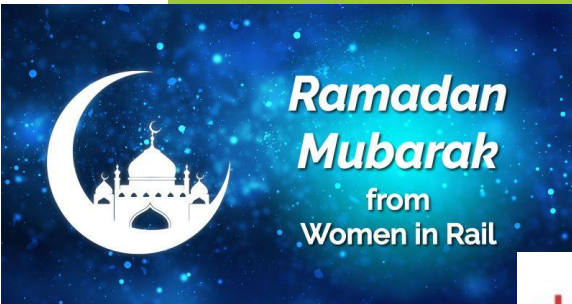
"Diversity is not how we differ. Diversity is about embracing one another's uniqueness."

Ola Joseph

## WR PR & Comms in numbers:



## EDI Related Posts:





# EMR Period Dignity Scheme

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## What is a workplace period dignity scheme?

**EMR's Balance Women's Network wanted to support a workplace period dignity scheme to help support equality at work, giving menstruating colleagues access to the sanitary products they need, free of charge.**



On average women will menstruate for 40 years of their life; menstrual health is a vital part of female wellbeing.

Periods are part of everyday life, yet can be stigmatised.

In the workplace this can mean periods are seldom discussed or catered for. As a result menstruating employees can have their comfort and productivity disrupted at work, causing unnecessary stress or embarrassment.

EMR have collaborated with an ethical award-winning period-care brand who can offer a bespoke period dignity scheme, allowing us to supply sanitary products at all staffed locations, free-of-charge, for those that need them.

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# Why is a workplace period scheme important?

- **70%** of women said they had been caught short by their period at work and had no products with them.
- **94%** of women said period related pain or discomfort had affected their working day.
- To be called a 'period positive' workplace, **82%** of women said they would expect there to be free period products.
- **20%** of people with periods are diagnosed with Endometriosis and/or PCOS. Both of these conditions can cause severe pain, unexpected and heavy bleeding, and impact physical and mental wellbeing.
- Those experiencing the menopause can also have unexpected, irregular and heavy bleeding.



## How the scheme works for EMR:

- We trailed the scheme at key locations buying sanitary products ourselves. Feedback and demand showed we needed a consistent, cost-effective scheme across locations.
- We decided to work with TOTM as they offer bespoke schemes for workplaces, and are an ethical brand.
- Acrylic presentation boxes and products have been installed at all staffed locations, through support from our Assets & Facilities Team.
- Local champions (Women's Network members and managers) manage stock locally, and we distribute replenishment from our HQ. This helps manage stock levels/cost and delivery charges.
- Smaller out-stations with few staff or no staff toilet facilities will be sent a small flat box with products, which can be stored away for when needed.
- We have also had support from our CX Team in launching a similar scheme for customers.
- The success of the scheme has seen EMR recognised internally and externally as an inclusive employer.



**TOTM**

The logo for TOTM, featuring the letters 'TOTM' in a bold, black, sans-serif font. The letter 'O' is stylized with a vertical line through its center. The logo is set against a light orange rectangular background.

TOTM is an award-winning period care brand and provider of sustainable menstrual products. They have been supporting workplace period schemes to many companies and businesses throughout the UK since 2018.

**What TOTM offer:**

- 100% certified organic cotton pads and tampons, all carbon-neutral and designed to reduce plastic waste.
  - Recycled acrylic boxes that can be placed on a counter or fixed to the wall, keeping the products presentable, clean and dry.
  - The replenishment works like a 'subscription service'. Replacement pads and tampons will be delivered every 3 months
  - 10p is donated from every box to Endometriosis UK.
  - All staff get £5 off their first order and 10% off reoccurring orders if they wish to purchase their own products through the TOTM website using our own discount code.
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**WR Regional  
Events**

*See the website for  
the latest listings*

[womeninrail.org/events](http://womeninrail.org/events)

**Women in Rail  
Awards**

**18 May 2023**

Learn more:  
[womeninrail.org/awards](http://womeninrail.org/awards)

**The Big Rail  
Diversity Challenge**

**21 June 2023**

Learn more:  
[www.bigraildiversity.co.uk](http://www.bigraildiversity.co.uk)