

Women in Rail

An Introduction to our charity



Vision, Mission & Objectives



Vision:

Be the collective voice of women in our industry to drive change to ensure women thrive at all levels and in every part of our industry

Mission:

Be unapologetic in our pursuit of gender equity in the rail industry

Core Objectives:

Attract, Engage, Support and Promote

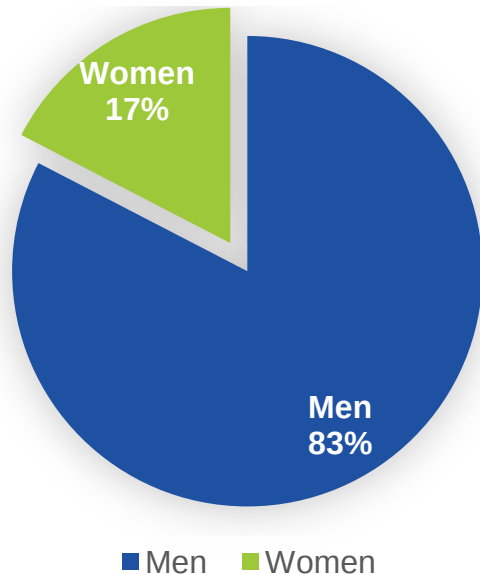
Why does Women in Rail exist?

Females represent 17.4% of the total workforce,

The analysis indicates that progress in encouraging and attracting more women into the UK rail workforce continues to be strong.

With a reduction in the overall workforce numbers of 9.4% (approximately 23,000 workers), 94.3% of those who have left UK rail are men, with only 5.7% women

Data source: NSAR (2024 Rail Annual Workforce Survey)



Proportion of women in UK Rail since 2016



The Women in Rail Timeline

2012

Women in Rail officially launched at One Whitehall Place in London.

2016

Women in Rail Regional Groups launched with Northwest, Yorkshire, East Midlands and West Midlands.

...

Women in Rail gained charity status.

...

The inaugural Big Rail Diversity Challenge took place promoting the message: Gender Diversity – Better for Business, Better for People, Better for Rail.

2017

The Women in Rail Jobs Board was launched providing vacancies from employers actively seeking to recruit women for full or part time jobs across their workforce.

2018

The prestigious Women in Rail Awards was launched to reward industry excellence.

2019

The first cohort was engaged in the incredibly successful cross-company mentoring scheme. (Established since 2014)

2020

Women in Rail joined forces with Railway Industry Association to launch the Equality, Diversity and Inclusion Charter which now has 208 companies as Signatories.

2022

The SWiFT programme was re-powered following the Covid pandemic and now has over 100 members.

Women in Rail in Figures

Supporting the industry for
14 YEARS
Established in 2012

3 Annual
Flagship
events

8,500+
members across all levels of the
industry workforce

20,000
followers on LinkedIn

~40
Regional events
held annually

Over
100
volunteers

1 International
Group
(Malaysia)

9 UK
regional
groups

Regional activities

Women in Rail's eight regional groups spearhead the charity's key messages and deliver a range of events and activities throughout the year, including social and networking events, as well as workshops and informative interactive sessions covering a wide range of topics.

Just some of the recent events have included:

- Summer Socials for members, new and old
- Community events to encourage school leavers to consider a railway career
- Leadership workshops to develop skills for those looking to further their career
- Women's health and wellbeing workshops
- Book clubs
- Resilience Masterclass
- British Sign Language (BSL) Workshop for the Railway
- International Women's Day Wine Tasting Events
- Railway Station Tours
- Quiz Nights



Mentoring Programme

The Women in Rail cross-industry mentoring programme is a pioneering programme designed to help participants progress in their career and to improve gender balance, diversity and inclusion in the UK railway industry. The programme has received endorsements from DfT, RDG, BEIS and key rail companies.

Mentors are senior men and women professionals working in UK rail and mentees are junior men and women working in UK rail. Mentees are matched with a mentor from a different company, based on the requirements they have entered on their profile – including location, personal interests, technical skills and experience.

Male mentees are matched with a female mentor (to the extent possible), to promote inclusion and diversity of thoughts. Female mentees are given priority in terms of their matching preferences (as entered on their profile) and matched with either a female or a male mentor. The matching is then carried out by an algorithm with each match being reviewed and approved by the Women in Rail mentoring team at Moving Ahead.

Mentors and mentees receive professional training and guidance on their mentoring journey via a mentoring pair guide and live events throughout the programme.

For more information, visit: womeninrail.org/mentoring



The Equality, Diversity & Inclusion Charter



Women in Rail (WR) and The Railway Industry Association (RIA) have launched a Charter to champion equality, diversity and inclusion in the UK railway industry. The joint 'Equality, Diversity & Inclusion Charter' is a commitment to work together to build a more balanced higher performing sector and has been backed by **217*** organisations.

The Charter involves several key commitments, including to:

- Appoint a member of the senior leadership team as an 'EDI Champion';
- Agree an action plan, monitor and report on progress made;
- Provide opportunities for training and education of employees, support the progression of diverse individuals into senior roles to improve diverse representation at senior and executive level of the UK railway industry;
- Create a culture that fosters inclusion and provide a safe space for all employees to talk openly, including at industry events and in meetings; and
- Make recruitment and progression processes accessible and attractive to all to attract retain and develop people of all backgrounds, ages, genders and identities.

The Charter is open to all companies, clients and organisations working in the UK railway industry who wish to play a role in promoting positive change in the rail industry. It seeks to recognise and build upon the progress which has already taken place, providing the basis to encourage further collaboration and action across the sector.

For more information, visit: womeninrail.org/edi-charter

*Information correct at July 2023



Never Mind the Gap

Never Mind the Gap is a Women in Rail cross-industry programme supporting women who are unemployed and returning to work, in rail or other sectors. It provides free career development training (including CV writing and confidence) and real-world industry experience.

In 2025, Network Rail, TfW and Women in Rail delivered a cohort with 10 participants. Delegates spent a week across both organisations, experiencing different areas of the rail industry.

Activities included depot visits, time with the control team, a CV and application masterclass, and a train driver VR simulation. To launch the programme in your organisation, contact sarah.reid@morgansindall.com



Individual Membership

Women in Rail was created to improve diversity in the UK rail industry through providing networking opportunities and support for all women within the sector. The membership of Women in Rail currently includes representatives from a wide range of undertakings and stakeholders across the UK rail industry.

Benefits of being a Women in Rail Member:

- Registered members receive Women in Rail breaking news alerts
- Women in Rail provides fantastic professional support from a like-minded community
- Women in rail delivers representation for all, from train drivers to executives in the Boardroom
- Women in Rail opens the pipeline for new talent to come through and strengthen the industry
- Women in Rail allows you to grow your network of contacts through valuable networking events

Join Women in Rail now and further your success with opportunities to develop in this growing industry!

<https://womeninrail.org/contact-us/>





Women in Rail

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THANK YOU!

