

BLOG.

DIVERSITY



SUPPORTING WOMEN IN RAIL TO IMPROVE DIVERSITY
IN THE UK RAIL & CONSTRUCTION INDUSTRY



UK rail is on a mission to become a more inclusive industry by encouraging and supporting more women and people from ethnic minority groups to pursue a career in rail with dedicated outreach, bespoke training, and ongoing mentoring helping to drive change...

The changing face of the UK population is gradually being reflected in the rail sector, as the industry seeks to reflect our increasingly diverse society. Demographic trends indicate that Britain has become more ethnically diverse due to migration from Commonwealth nations and according to the UK Census in 2021, 81.7% of the population in England and Wales identified as white, a decrease from 86% in 2011. In the bigger picture, there are slightly more women than men in England and Wales at 51% women and 49% men.

With this in mind, we need to facilitate even more conversations about how to make our sector more inclusive and inviting to women and BAME, removing barriers, and shifting perceptions that rail remains a male dominated industry. Railsafe Group believes in leading by example with almost a 50/50 gender split within our business, and this reflects the latest NSAR report, which reveals the proportion of women in the overall workforce has increased from 16.3% to 17.4%.

Railsafe Group experts note that the highest proportion of women in rail are employed in business management at 39.2%, followed by Operations at 22.1% and Property, Stations and Depots at 20.1%. Clearly there is more to be done, and we are very keen to support initiatives like Network Rail's commitment to increase its number of women employees via gender balanced recruitment policies, and investing in ongoing progression for women.



As a business, we are 100% committed to developing talent and promoting from within just like our very own Sarah Brown, who is our Training & Commercial Director having only joined the team last November 2024, as Head of Education & Training. Sarah was promoted to a director role in the space of just three months! Her people-centred approach and determination to support every single learner, every single day makes her a strong and inspiring leader, so for us it really was a no brainer...

Railsafe Group is committed to ensuring equal opportunities for all employees, contractors, learners and associated individuals. Everyone in the company strives to create a working and learning environment where diversity is celebrated, and everyone is treated with respect.

As a pioneering business, we specialise in the supply of multi-disciplined teams and contingent labour across the UK rail industry and our high-class delivery, planning and operational teams have years of experience in Safe Work planning, Possession and Isolation planning and operation support across some of the biggest projects in the UK.

In addition, our suite of RSG training services are constantly reviewed so that we can provide a curriculum, which meets the needs of all learners, no matter their gender or ethnicity. Supported by additional learning resources as needed, our teaching methods are inclusive, and our learning environments are safe; welcoming anyone that wants to develop themselves in our industry.

Supporting diversity is a core pillar of our workplace culture, and we feel it is a vital part of our industry so it can bring together a wealth of specialists from different disciplines and backgrounds, to integrate, bring, collaborate and develop together!



As our sector prepares for accelerated growth to fulfil major works practice,, we all need to highlight the rich potential for career opportunities available in our industry so that more young adults, women and ethnic minority groups see it as something worthwhile to be a part of.

Currently 27% of BAME groups would consider a career in rail, compared to 32% of white people. Reports also state that midlife adults are more open to a career in rail than younger people with 39% of are eager, and 28% of 18-24 year olds reporting they would consider it.

With every single person in the rail industry having the opportunity to be a proud ambassador for the sector, we need to make sure that mentoring, progression, mental health support and clear communication is at the highest standards to foster confidence and competence.

Continuous professional development is now a foundational working practice, which is why Railsafe Group offers an extensive range of training courses to support the next generation of rail professionals.

As the rail industry continues to reflect the increasingly diverse UK population and successfully attract new applicants, everyone at RSG is proud to deliver Professional/Safety critical courses with an emphasis on preparation and mentoring for anyone new to the industry.

Additionally, we are keen to reflect best practice in the workplace by signing up to the Railway Mental Health Charter, which aims to safeguard and protect everyone in our community and the teams we partner with – *as physical, emotional and mental safety go hand in hand*.



In fact, we're proud to deliver accredited, Ofqual Regulated courses, RQF-accredited health and safety courses, NVQs, exclusive tailor-made CPD units, which go above and beyond industry standards and your highest level of satisfaction.



We have three dedicated training academies – in central Leeds to serve the North of England, Leyton Training Academy and our Headquarters in East Tilbury to cater to the South.

Railsafe Group senior management, operatives, and expert trainers fully understand that training your team in-house may be more appropriate for your organisation's needs and they are available to support you with bespoke remote or in-person packages to support your growth strategy as required, so please don't hesitate to get in touch!

We're all about celebrating diversity and growing talent in the UK rail industry!



STAY SAFE, STAY RAIL SAFE WITH RAILS SAFE GROUP

To find out more, please visit www.railsafegroup.co.uk

Thanks for reading!



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