



Building a resilient railway through its workforce

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History of railwaywomen

3

- Women working as railway labourers in 1851

20%

- Aim for 2020



16%

- Currently in the rail industry

First migrant workers

6% of the industry workforce



85% don't feel included!

14% of the UK population

Neurodiversity

16%

- Currently in long term employment

80%

- Compared to neurotypicals

77%

- Want to work!

10%

- Of the UK population



Diversity at work

Role description

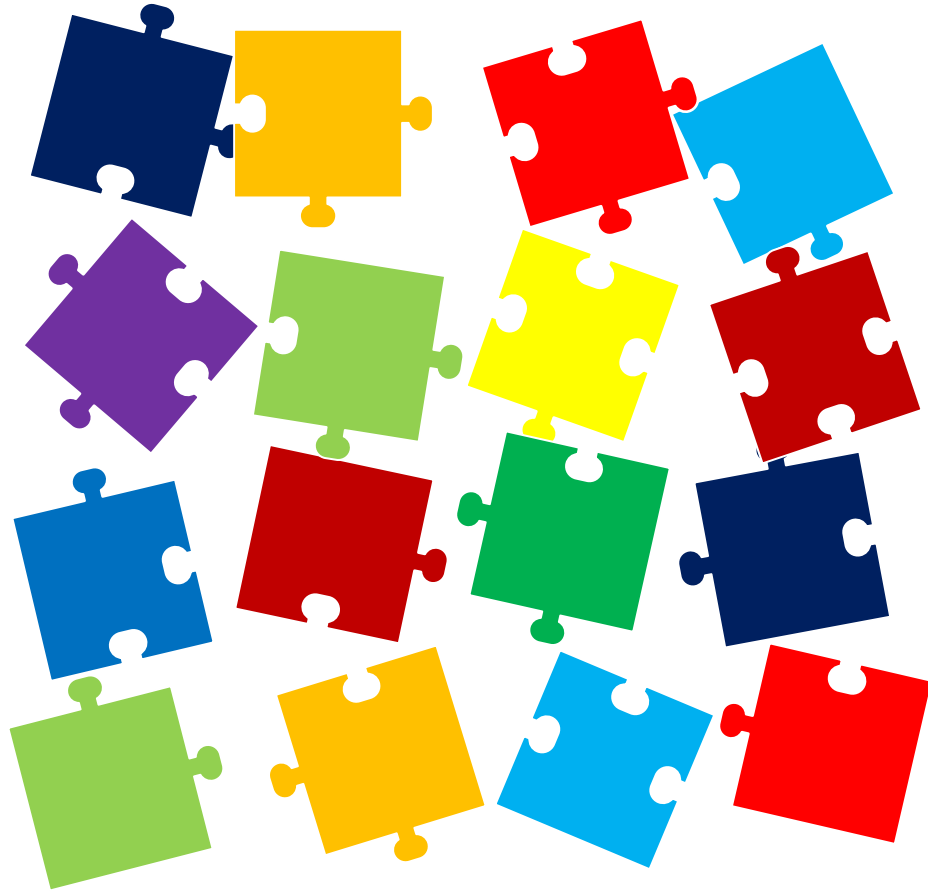
Candidate selection

Recruitment and selection

Interviews



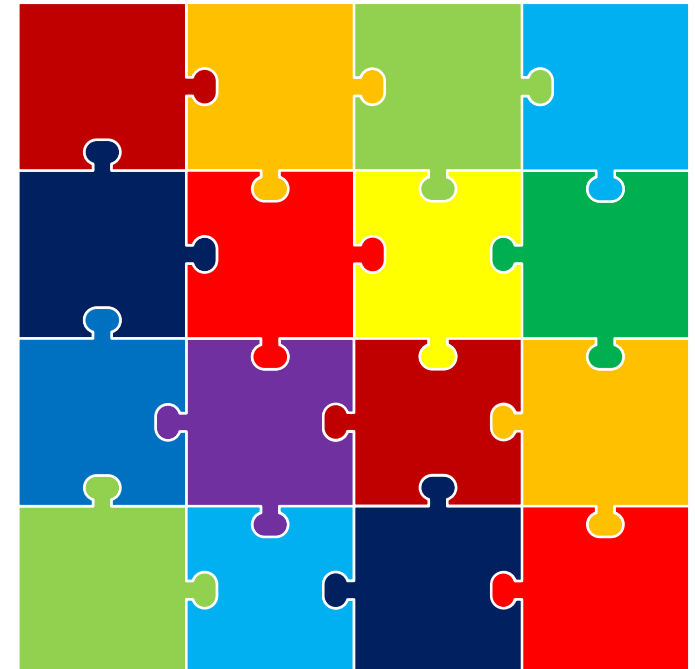
Inclusion is also important



Awareness training

Flexible working

Working environment



Other areas to consider



Ban the box

Allows people with convictions a fair chance to apply

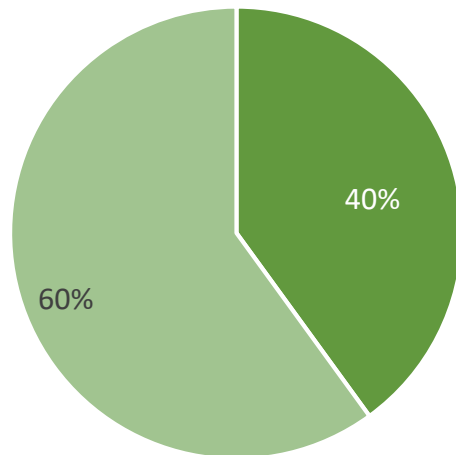


Care leavers

Lack of qualifications doesn't mean unsuitable for job

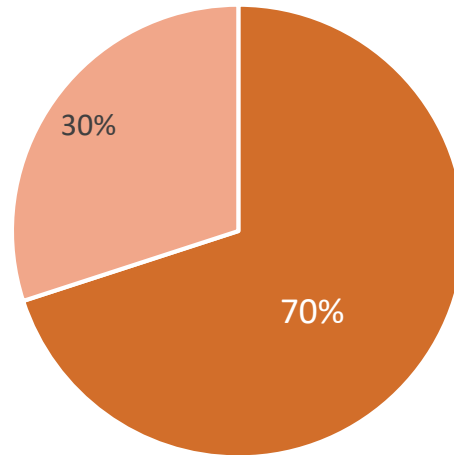
Conclusion

UK Population



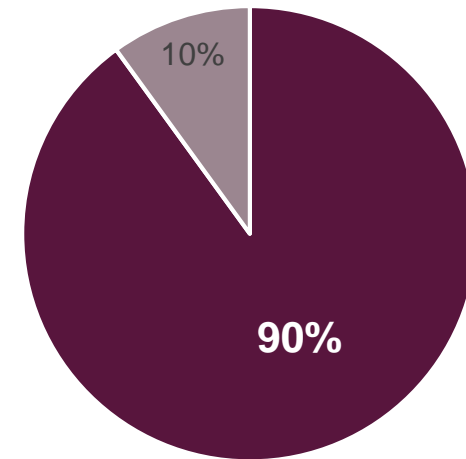
■ White men ■ Rest

Senior Leadership



■ White men ■ Rest

CEOs



■ White men ■ Rest



Thank
You





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