WELCOME TO THE TEAM!

This handbook provides a summary of life at RDG, and complements our induction programme.

It's aimed at new and prospective employees, but it's an equally useful document for existing RDG colleagues, giving an overview of our employee experience and culture.
OUR PURPOSE

Why we are here

TO HELP MAKE BRITAIN’S RAILWAY BETTER

What we do

1. ADVOCACY & CHANGE
   as the trade body for the railway

2. SERVICE DELIVERY
   for train operators

3. CORPORATE SERVICES
   for our teams

How we do it

UNIFY
Bringing rail companies together & providing one voice

SUPPORT
Delivering services to and supporting member groups

CHANGE
Influencing change through challenge, with clear customer focus

LEAD
Driving reforms and providing thought leadership

Underpinned by our values

ACCOUNTABILITY
SUPPORT
PARTNERSHIP
INCLUSION
RESPECT
EXCELLENCE
OUR VALUES

Our values are an integral part of everything we do. We celebrate colleagues who demonstrate the values through:

- **e-Cards**: A nomination scheme for colleagues who have demonstrated one or more of our values
- **ASPIRE Gold**: A monthly recognition scheme for our star performers
- **Annual ASPIRE awards**: Celebrating outstanding demonstration of our values
OUR PRIORITIES

Core Operations
Delivering RDG's core operational priorities while continuing to deliver and support our existing products and services

Recovery
Supporting RDG members to enable the railway to build back better and recover after COVID-19, whilst adjusting positively to the future environment

Reform
Shaping industry reform to secure a joined-up railway system that is focused on delivering for customers

Transform
Transforming RDG, so it can respond to the changes to the industry
OUR EXECUTIVE TEAM

JAC STARR
Chief Executive Officer

ANDY BAGNALL
Director General

OLA OGUN
Chief Financial Officer

SUSIE HOMAN
Director of People, Operations and Railway Strategy

JOHN THOMAS
Director of Policy

ROBERT NISBET
Director, Nations and Regions

SEB GORDON
Director of External Communications

SIMON MOORHEAD
Chief Information Officer
RDG'S STRUCTURE
THREE PILLARS - ONE ORGANISATION

ADVOCACY & CHANGE
Vocal advocate on behalf of operators and the railway

SERVICE DELIVERY
Maintaining and improving delivery of cross-industry services

CORPORATE SERVICES
Enabling our teams to be effective and efficient
THE RAIL INDUSTRY EXPLAINED

SUPPLY CHAIN
Supplying products, services and materials to the industry

FUNDERS & SPECIFIERS
Providing industry funding and specification of service requirements

REGULATOR
Regulating operators and infrastructure managers

INFRASTRUCTURE MANAGERS
Responsible for railway infrastructure including tracks, signaling and some stations

OPERATORS
Operating trains for customers and freight users

CUSTOMERS AND FREIGHT USERS: THE MOST IMPORTANT PART OF THE RAIL LANDSCAPE
OUR SMART WORKING PRINCIPLES

WHERE AND WHEN
Work takes place at the most effective locations and at the most effective times, respecting the needs of the task, the customer, the individual and the team

SYSTEMS AND FACILITIES
Collaboration tools provide connectivity to enable information sharing and working with others, regardless of location

OUTCOME FOCUSED
Managing performance focuses on results and outcomes, rather than presence
OUR EMPLOYEE NETWORKS

EMPOWER
Championing gender equality through events and sharing of experiences

PLATFORM
Providing support to colleagues who identify as LGBT+

DISABILITY AWARENESS NETWORK
Increasing awareness of a broad range of disability topics

EMBRACE
Providing support to colleagues of minority ethnic backgrounds

CARERS COMMUNITY
Providing support to colleagues who balance work with caring responsibilities

MENTAL HEALTH & WELLBEING
Raising awareness of and support for mental health and wellbeing matters

INCLUSION FORUM
A cross-organisational group responsible for steering Equality, Diversity & Inclusion strategy and activities

ENGAGEMENT GROUP
Focused on social and charitable activity, and outcomes of our employee engagement surveys
43% of our workforce is female or non-binary

We've increased maternity, shared parental and adoption leave by 16 weeks to 30 weeks' full pay.

We've introduced paid time off for those with dependents and to deal with emergencies.

We've focused on removing bias from our recruitment processes by using blind candidate profiles rather than CVs, making sure inclusive language is used in our recruitment materials, and providing all colleagues with the opportunity to attend unconscious bias training.

Mentoring opportunities have been offered to all colleagues, with 75% of spaces filled by women, and 32% by colleagues of minority ethnic backgrounds.

We've increased maternity, shared parental and adoption leave by 16 weeks to 30 weeks' full pay.
EMPLOYEE BENEFITS

- 75% reduction on UK rail travel (for commuting and leisure)
- Reduced international rail travel
- 26 days annual leave (plus bank holidays, Christmas shopping leave, Moving House day)
- Smart and Flexible Working
- Subsidised private medical care
- Employee Assistance Programme and Mental Health First Aiders
- 50% gym discount
- Defined benefit pension scheme
- Interest free season ticket loan
- 30 weeks full pay for maternity, adoption and shared parental leave (subject to eligibility)
- Personal Development Days
- Company arranged social events - both in-person and remote
81% of our staff would recommend RDG as a great place to work.

77% say their role at RDG gives them a sense of purpose.

91% believe RDG is a supportive employer.