

HOW WE'RE MAKING THE RAIL DELIVERY GROUP A GREAT PLACE TO WORK

Rail Delivery Group



Over the last year the Rail Delivery Group has focussed on creating a workplace that is diverse, inclusive and generally a great place to be! Here are some of our highlights...

45.25%



FEMALE
WORKFORCE

42% OF ALL PROMOTIONS IN 2019 FOR WOMEN

40% OF MANAGERIAL ROLES FILLED BY WOMEN

30% OF OUR EXECUTIVE TEAM IS FEMALE

DELIVERING ON A NEW
WELLBEING STRATEGY...



DEVELOP MENTAL
HEALTH AWARENESS

ENABLE OPEN
CONVERSATIONS AND
CHALLENGE STIGMAS



MAKE IT EASY FOR
PEOPLE TO FIND
SUPPORT WHEN THEY
NEED IT

EMPLOYEE-LED
NETWORKS FOR BAME,
LGBT+ AND DISABILITY
AWARENESS GROUPS



AS WELL AS OFFERING A VARIED **WORK EXPERIENCE PROGRAMME**, WE'VE WELCOMED HUNDREDS OF STUDENTS TO OUR OFFICES FOR **RAIL WEEK** - AN ANNUAL EVENT TO PROMOTE CAREERS IN RAIL TO YOUNG PEOPLE



OUR **CULTURE & ENGAGEMENT GROUP** ORGANISES SOCIAL EVENTS ACROSS THE YEAR - INCLUDING OUR EVER-POPULAR QUIZ AND PIZZA NIGHTS!



WE ALWAYS ARRANGE OUR SOCIAL EVENTS IN PLACES AND AT TIMES THAT ALLOW AS MANY PEOPLE AS POSSIBLE TO PARTICIPATE, FOR EXAMPLE OUR ALL-COMPANY CHRISTMAS PARTY IS HELD AT LUNCHTIME SO THAT PARENTS AND THOSE WITH CARING RESPONSIBILITIES CAN ATTEND

£10,000

RAISED THROUGH OUR
CHARITY PARTNERSHIP
WITH THE RAILWAY
BENEFIT FUND



INCREASED MATERNITY,
SHARED PARENTAL AND
ADOPTION LEAVE BY 16
WEEKS TO 30 WEEKS'
FULL PAY



INTRODUCED PAID TIME
OFF FOR THOSE WITH
DEPENDANTS AND TO
DEAL WITH
EMERGENCIES



ENABLED SMART
WORKING, MAKING IT
EASIER TO WORK
FLEXIBLY AND MANAGE
WORK/LIFE BALANCE



RECRUITMENT ADVERTS, JOB
DESCRIPTIONS AND
INTERVIEW TEMPLATES USE
INCLUSIVE LANGUAGE TO
ATTRACT CANDIDATES FROM
ALL BACKGROUNDS



REDESIGNED CAREERS WEB
PAGE TO SHOWCASE LIFE AT
RDG, AND INCLUDE SUCCESS
STORIES AND PROFILES OF A
DIVERSE RANGE OF
EMPLOYEES