Over the last year the Rail Delivery Group has focused 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