

Department for Transport celebrated as one of The Times Top 50 Employers for Women

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The Department for Transport has been announced as one of The Times Top 50 Employers for Women for its work on gender equality.

Run by the charity Business in the Community, The Times Top 50 Employers for Women is the UK's most high-profile listing of employers striving for gender equality in the workplace.

The prestigious accolade was presented to DfT for its work to improve the recruitment of women, secure a more diverse talent pipeline and promote flexible working and an inclusive culture. Examples include:

- mandating gender decoders to ensure the language in job adverts does not deter women from applying
- working across the transport industry to encourage more women and girls into STEM roles
- upskilling line managers to support the wellbeing of their staff throughout the COVID-19 pandemic

The award also reflects the extensive efforts of DfT's Gender Equality Network – a staff network with nearly 1,000 members dedicating volunteer time to supporting initiatives such as a domestic abuse charter, menopause support group and mental health and resilience support for all staff.

Bernadette Kelly, DfT Permanent Secretary, said: “Being recognised for our gender equality work is a fantastic achievement, especially given we work in a historically male-dominated sector.

“DfT is committed to becoming a more inclusive employer and I hope in the year ahead we can make even more progress on gender equality as we build on the work this accolade recognises.”

Amanda Mackenzie OBE, Chief Executive at Business in the Community, said: “We look forward to the day when commitment to gender equality is the norm, not the exception. Until then, I hope more employers take note of the Department for Transport’s ambition on gender equality.”

Charlotte Woodworth, Gender Equality Director at Business in the Community, said: “COVID-19 has shone a light on how far we have to go on gender equality: women have been disproportionately affected by lockdown.

“We congratulate the many employers who have maintained their efforts towards gender equality at this time, often introducing innovative policies to support their workforce during this period.

“This year’s application process for The Times Top 50 Employers for Women was the most competitive one we have seen in 5 years. Employers like the Department for Transport haven’t forgotten women at work and they are committed to making gender inequality a thing of the past.”

Photo and video credit: Department for Transport