

# First EDI Charter Annual Report published by RIA and Women in Rail

July 14, 2022



Today, the Railway Industry Association (RIA) and Women in Rail (WR) are launching the first **Annual Report for their joint EDI Charter for Rail**.

The 2022 Annual Report sets out examples of good practice and celebrates the very best work carried out by Charter signatories over the last year. Submissions to the Report come from over 20 organisations, including the DfT, British Transport Police, Network Rail, Scotrail, TfL, Atkins, Costain, Keltbray, Nichols, Siemens Mobility, Worldline and WSP.



The Report showcases best practice in how to embed an inclusive culture in modern, dynamic rail organisations. Launched in November 2020, the EDI Charter for Rail now boasts almost 200 signatories from across the UK rail industry, including [railbusinessdaily.com](https://www.railbusinessdaily.com).

The Report comes as Women in Rail celebrates its 10-year anniversary since being founded in 2012 by founder Adeline Ginn and will be formally launched at the RIA Gala Dinner later today, which this year focuses on the theme of 'Global Diversity in Rail.'

Christine Fernandes, Women in Rail Chair, said: "I'm delighted we have produced our first Women in Rail/ Railway Industry Association EDI Charter Annual Report that highlights the fantastic work some of our signatory companies are doing to help build a more diverse and inclusive rail sector. Thank you to everyone who has contributed.

All of our work at Women in Rail is about raising awareness of the need for greater EDI and gender balance across the sector and a more diverse and inclusive workforce; a workforce that reflect the communities we work in. With partner, RIA, the EDI charter is one of our key pieces of work, championing equality, diversity and inclusion in the rail industry and working together to build a more diverse and inclusive workforce to create a railway fit for the future."

Darren Caplan, RIA Chief Executive, said: "The Railway Industry Association and Women in Rail launched the joint EDI Charter for rail as a positive campaign to increase equality, diversity and inclusion in the railway industry.

"With almost 200 rail organisations and businesses now signed up to the Charter, this inaugural Annual Report highlights the very best work carried out by railway related organisations over the last year. It showcases the fantastic efforts of suppliers, rail clients and the DfT to attract people to the industry, to develop and retain the widest possible pipeline of talent and skills, and to promote an inclusive culture within railway organisations. We now look forward to seeing more organisations signing up to the Charter in the next year and even more progress being made by the time of Annual Report 2023!"

Rachel Fullard, Chair of the EDI Charter Working Group, said: "It has been extremely gratifying to see how

many companies have signed up to the EDI Charter so far – it shows that there is real passion for change around equality, diversity and inclusion. The Annual Report is a chance for us to demonstrate the actions we have all taken to make the rail industry a more representative and welcoming place, not only for our employees, but customers and passengers too. The EDI Charter Working Group has undertaken some great initiatives over the past twelve months, and we look forward to even more participation from the signatories in the months ahead.”

Every Charter signatory commits to inclusive practices, such as:

- Appointing a member of the senior leadership team as an ‘EDI Champion’;
- Agreeing an action plan, monitoring and reporting on progress made;
- Providing opportunities for training and education for employees, supporting the progression of diverse individuals into senior roles to improve diverse representation at senior and executive level;
- Creating a culture which fosters inclusion and providing space for all employees to talk openly, including at industry events and in meetings; and
- Making recruitment and progression processes accessible to all, to attract, retain and develop people of all backgrounds, ages, genders and identities.

RIA and WR continue to welcome new signatories to the Charter – if your organisation would be interested in signing up, please contact [info@edicharter.co.uk](mailto:info@edicharter.co.uk).