

Alstom recognised as a 'Trailblazer' for workplace inclusion in the UK

- Leading LGBTQ+ charity has accredited Alstom as a Trailblazing Employer
- Alstom also shortlisted at the British LGBT Awards

26 March 2026 – Alstom, global leader in smart and sustainable mobility, has been nationally recognised as a 'Trailblazer' in its commitment to being an inclusive place to work in the UK.

The rail company has been accredited as a Trailblazing Employer in [Stonewall's Proud Employers Accreditation](#) scheme – the highest level of accreditation. Established in 1989, Stonewall is a UK charity that advocates for lesbian, gay, bisexual, trans and queer+ (LGBTQ+) rights.

The Trailblazer level of accreditation is awarded only to organisations that demonstrate true leadership, with exceptional commitment to LGBTQ+ inclusion in the workplace that inspires others. In its assessment, Stonewall particularly praised Alstom for adopting inclusive policies, focusing on intersectionality and initiating activities to drive forward inclusion across its supply chain and the wider rail sector.

As the country's foremost supplier of new trains and train services, and a leading signalling and infrastructure provider, Alstom is committed to being a fully inclusive organisation. In 2018, Alstom founded its own employee resource group for LGBTQ+ staff and their allies – Voices of Pride+ – with its aim to create a more supportive and equitable workplace culture for everyone.

Diverse workforce

During this time, Alstom has implemented widespread diversity, equity and inclusion (DEI) training that was attended by over 2,100 employees across the UK and Ireland; taken its 'Be the U in inclusive' roadshow to the majority of the company's 37 sites across the two countries; and has demonstrated improvements in increasing the number of diverse employees.

"Being recognised by Stonewall as a Trailblazing Employer is an enormous honour and a powerful validation of the journey we're on at Alstom. This accreditation reflects the strength of our commitment to creating an inclusive workplace where everyone can be their authentic self," said Piers Wood, Managing Director Ireland and Senior Sponsor of Voices of Pride+ at Alstom.

He added: "Our people are at the heart of this achievement. Their openness, advocacy and willingness to challenge and improve how we work has shaped a culture that celebrates diversity and drives meaningful change across our business and the wider rail sector."

In 2017, Alstom launched its biannual EDI census to identify improvement areas in the UK and Ireland. From the findings, the company developed and delivered the Alstom8 workshops to raise awareness and give practical advice on how to successfully drive inclusivity in the workplace.

Lived experiences

Alongside this, its four 'Voices of' groups – Cultural Diversity, Disability, Pride+ and Women – help to share lived experiences; challenge groupthink in its strategy and policies; have oversight of relevant key performance indicators (KPIs); and act as ambassadors.

"Achieving Trailblazer accreditation is the result of several years of sustained effort, collaboration and honest reflection across the whole organisation. This is Stonewall's first year running their new accreditation, and to reach the highest level straight away shows just how far we've come by making practical changes that make a difference to LGBTQ+ colleagues every day," said Pippa Armstrong, Train System Engineer and Chair of Voices of Pride+ at Alstom.

They added: "From strengthening our leadership approach to deepening our external engagement, teams across Alstom have worked tirelessly to drive inclusion forward. This recognition celebrates not only where we are now, but the dedication, passion and lived experience that have shaped our journey."

In addition, Alstom works closely with charity Micro Rainbow, which benefits LGBTQI asylum seekers and refugees, and has proudly hosted an employability day in Derby for its beneficiaries. As part of the company's [Community Project Fund](#), Alstom funds a Moving On Officer at Micro Rainbow; their role offers one-to-one support in helping find employment, accessing skills training and pursuing further education, as well as providing assistance with seeking financial support.

Inclusive liveries

Meanwhile, various Alstom vehicles carry a stylish rainbow design – or 'trainbow' – to celebrate Pride and the LGBTQ+ community. This includes Avanti West Coast's Class 390 Pendolino No. 390119 'Progress', Elizabeth line's Class 345 Aventra No. 345055 'Every Story Matters' and West Midlands Railway's Class 730 Aventra No. 730018 – named 'Hurst Street' in honour of Birmingham's Gay Village.

Meanwhile, in 2024, Alstom unveiled a '[trambow](#)' with East Midlands Railway (EMR) and tramway Nottingham Express Transit (NET) ahead of Notts Pride. Within the workplace itself, Alstom champions LGBTQ+ visibility, including flying the Progress Pride year-round outside its Litchurch Lane Works and having installed a Pride wall inside its Crewe Works. This makes the point to staff and visitors that inclusion is a daily responsibility and should not be confined to just Pride Month.

Award-winning

No. 390119 and No. 730018 were exhibits at last year's record-breaking railway festival, [The Greatest Gathering](#), held at Alstom's Litchurch Lane Works in Derby. Together with Journey – a not-for-profit organisation for LGBTQ+ professionals working in the transport sector – Alstom organised the [world's first Pride parade on a train](#) at the Railway 200 event. Last month, the initiative received the Diversity & Inclusion in Rail accolade at the [Rail Business Awards](#).



Ahead of their Stonewall accreditation it was also announced that Alstom has been nominated for the Inclusive Company honour at the 2026 [British LGBT Awards](#), the UK's biggest celebration of LGBTQ+ visibility. Winners will be announced on Thursday 28 May in London at a ceremony that will bring together role models, allies and organisations in an evening celebrating progress, pride and possibility.

ENDS

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About Alstom

Alstom commits to contribute to a low carbon future by developing and promoting innovative and sustainable transportation solutions that people enjoy riding. From high-speed trains, metros, monorails, trams, to turnkey systems, services, infrastructure, signalling and digital mobility, Alstom offers its diverse customers the broadest portfolio in the industry. With its presence in 63 countries and a talent base of over 86,000 people from 184 nationalities, the company focuses its design, innovation, and project management skills to where mobility solutions are needed most. Listed in France, Alstom generated sales of €18.5 billion for the fiscal year ending on 31 March 2025.

For more information, please visit www.alstom.com.