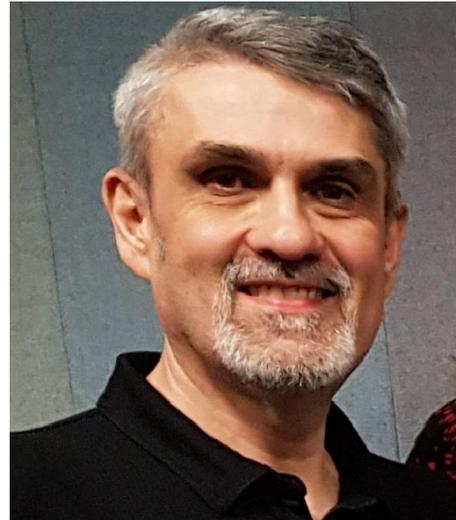




Equality Rep



Andy Squires, Network Rail, York

Area Council Representative (Bands 1-4 Controllers)
Equality Representative, Leadership Team
Neurodiversity Specialist
Union Learning Representative

In my early 20s I became a local representative as a Signaller. It was to be able to help my colleagues, the reason I am still here as a rep. What makes me keep doing it? I want to make a difference for my work colleagues, I want to make their working lives easier, but want them to be able to help them to help themselves.

I have had many successes. As a Union Learning Rep I have sought and supplied funded training for NVQ's for colleagues and have seen people who have been outside of full time education 20/30 years plus gain worthwhile qualifications they can use to further their careers. This done across our industry. As an Equality Rep, some of the things that we are able to do are seen as softer items, such as trying to get colleagues with disabilities to seek help from Access to Work to assist them to remain in work and to help colleagues to seek help with hidden disabilities such as Dyslexia, Dyspraxia etc, and get an assessment and a diagnosis when this is warranted. This has allowed me to speak nationally on behalf of TSSA at conferences on Equality and Neurodiversity, subjects close to my heart.

I have helped win for members through changes to the Dyslexia policy, which involved getting the company to fund assessments which previously hadn't happened.

A key message for anyone wanting to get involved, our reps do a really good job in some very difficult circumstances. They are not employed directly by the Union and do this whilst trying to juggle home and work as well. Being a Rep doesn't always mean having to take disciplinary or disciplinary work on, it can be lots of unseen interventions which can make a massive difference to the persons work life, this can feed into the home life too and make things much better all round.

Regards, Andy



www.tssa.org.uk/equalityreps