



Equality Rep

Neil Lucock, Network Rail, Manchester

LNW Signalling Inspector
Equality Representative, Leadership Team
Neurodiversity Specialist

The most important thing as an Equality Rep is to be visible to other people, so wearing the D&I lanyard and the TSSA rainbow badge shows others what you stand for. The things I do include...

I run Lunch & Learn sessions with fellow TSSA Rep David Muncaster. We've done short acted scenarios on autistic (April) and ADHD (June) behaviours. I wrote the scripts, we booked a room to rehearse in and had our local TSSA Organiser (Claire) come to support us. We showed a behaviour, then stopped and asked the audience questions on what they'd seen and how they might deal with those behaviours. This was really effective at engaging the audience and showing what TSSA does.

I also support the Everyone Week initiative. Last October I did a lunchtime talk on Neurodiversity. I'll do something this October, I've not decided on a subject yet.

I believe strongly in treating people fairly and making sure that people are neither harassed nor singled out for different treatment because of who or what they are. I'll act as a staff rep if there's no one else better qualified to represent our members. I've successfully represented people from potential dismissal; one who needed time off due to mental health problems and required reasonable adjustments. I supported another person who felt they were being excluded and singled out by their manager.

I've taken part in union and company meetings and learned more about the subject from hearing the debates.

I love being a TSSA rep, it's a way of actively making work better and holding the company to account for its actions and omissions.

Regards, Neil



@TSSAEqualities

www.tssa.org.uk/equalityreps