



**Personal Statement
from a TSSA member
standing for position of
Equality Rep**

KATE RAMBAUT AS TSSA EQUALITY REP

I would like to be elected into the role of TSSA Equality Rep because this would give me the opportunity to make use of my skills, knowledge and experience to help others challenge the decisions or behaviour of colleagues that they do not believe to be fair, equal or transparent. I want to be part of the team that is pushing forward the Equality message.

I am passionate about the importance of equality, diversity and inclusion for everybody in the workplace. The problem is that although there have been many steps forward there is so much unconscious bias and inequality that occurs in our society and the workplace. Most of my personal experience has been in the area of challenging sexist attitudes and behaviours. However as a Trainer I have used my understanding and skills to flexibly support the individual needs of the learners I am working with, to ensure they all have the opportunity to learn and progress.

I am an experienced coach and I have challenged individuals in the past when experiencing unacceptable behaviour and from this I have learnt that if at all possible the challenge needs to be direct and immediate. I can help people do this, 'nipping it in the bud', or helping them be clear about the outcome that they need from such a challenging conversation. This is how we bring about change to individual behaviour.

Please nominate and support me to become a TSSA Equality Rep!

**TO NOMINATE A COLLEAGUE AND FIND OUT MORE
ABOUT THIS ELECTION AND EQUALITY REPS GO
TO WWW.TSSA.ORG.UK/EQUALITYREPS**

**Advise and
signpost people to
support they need**

Represent people

**Tackle
discrimination,
bullying and
harassment**

**Campaign for
positive change**

**Be visible and
active**

TRANSPORT SALARIED STAFFS' ASSOCIATION

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16-17 Devonshire Square
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www.tssa.org.uk/equality

helpdesk@tssa.org.uk

www.tssa.org.uk/join