

Equality Agenda Key Points

General:

- Our Equality Agenda will reaffirm TSSA's commitment to celebrate, manage and promote equality and diversity and how this will build a bigger, stronger TSSA (link to Time to GROW)
- We will support the TUC's campaign to establish the role of Equality Reps and win recognition of this role with our employers.
- Ensuring the best use of our resources, we will continue to pursue evidence that supports our organising initiatives through our research collaborations and collecting data on cases and issues, analysing this from an equality perspective.
- We will review our use of collective bargaining and how this can deliver positive equality outcomes. We will also explore other initiatives that can deliver positive equality outcomes. Following our findings, we will implement Better Rail Industry Bargaining Standards for Equality (to go with the other standards for bargaining).
- Continue to support the TUC Equality Audit processes, to ensure we are progressing our Equality Agenda and leading on equality, where we have the capacity.

Specific Priorities:

We will focus on the following issues to build membership and relevance with specific communities, reflecting on the current level of activity from SOGs or campaign capacity to target these communities:

- Women - Equal pay; address lack of progression into management grades directly and through associated issues such as Maternity Leave, Shared Parental Leave and Flexible Working; raise awareness of unconscious bias and its potential to create sexism in the workplace and union structures
- Black & Minority Ethnic workers - be proactive about improving our data and understanding of ethnic communities amongst our members; address lack of progression into management grades directly and through associated issues
- Young workers - proactive recruitment initiatives targeting workers 30 and under to address our aging membership
- Lesbian, Gay, Bisexual & Transgendered workers - establish a bargaining standard for LGBT workers to build TSSA's visibility amongst existing and potential LGBT members and address homophobic workplace culture; form partnerships with other unions to work together on LGBT activities

- Disabled workers - continue to develop our Neurodiversity Programme and form partnerships with other unions; campaign on workplace issues relating to mental health including stress, bullying and harassment
- Ageing workforce, & retired members - raise awareness in workers aged approximately 50+ of the issues they may face towards retirement; seek to retain people's membership post retirement and establish a clear pathway of activity for retired members that helps implement our Time to GROW strategy.

For more information contact

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