

Following the launch of our new TSSA Equality Handbook at conference, we want to highlight how equality issues impact all TSSA members. For Father's Day, Organiser Amy Keirl caught up with TSSA Rep and father, Des More, who tells us why our equality agenda is so important to him.

Amy: I hope you had a wonderful Father's Day Des, thank you for taking the time to share information about your life and experiences in the rail industry with our members. Firstly, could you tell me what you enjoy about working in the rail industry?

Des: My gran used to say; "if you find a job you like you will never have to go to work", and I feel that this is true. She spent most of her working life in distilleries and breweries, an active trade union member and shop steward so I have followed in her footsteps.

Amy: On behalf of TSSA and our members, we'd like to say thank you for the work that you do as a health and safety rep. As you have often said to me, it is important that we "work to live, not live to work" so tell me more about your life outside work.

Des: Although I am no longer with his mum, my son Harry is my life. The role of Lead Health and Safety Rep does take up a lot of my time during the week, with travel and overnight stays but from Friday to Sunday and holidays, my time is my son's alone.

Break ups are emotional turmoil for the grownups who may not get on anymore, I know how much of an impact that this can have on children which is why I make sure that Harry and his older brother have all the love and support I can give them, so they never feel there is anything missing in their lives.

Amy: TSSA recently launched a new Equality Agenda which champions our work in progressing equality in the workplace. Why is TSSA's equality agenda important to you?

Des: My stepson is mixed race, my nephew is gay. I don't want them or my son to experience bullying, homophobia, racism, and neither should anyone else. I believe that every individual who works for a wage is entitled to dignity and respect in their workplace. TSSA's equality agenda demonstrates the union's commitment to supporting individuals to be themselves at work, free from harassment. Although I love the comradery of the railway, bullying and harassment do still occur in the workplace. I have witnessed bullying, homophobia, racism, sexual harassment in the workplace and I have challenged it every single time.

TSSA Rep and Father - Des



"For me, the #NoBystanders campaign is really important.

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Des: I have been involved in more than one heated debate which has never weakened my resolve that bullying and harassment should never be excused as "banter". It offends me, and when you speak to the individuals at the receiving end in confidence, they have almost always suffered in silence. I am proud to be an ally to others.

Amy: TSSA is committed to tackling discrimination in the workplace and our equality agenda is about supporting our members and addressing what is important for them. Do you have any advice for members, or anyone thinking of joining TSSA, who can relate to topics that we've discussed?

Des: For me the #NoBystander campaign is really important, we should all be standing together and saying that we have zero tolerance for bullying and harassment in the workplace. I am proud of the work our reps and full-time officials are doing in working with our members in raising awareness.

I think education is important in addressing and eradicating ignorance and I would encourage anyone suffering any form of bullying or discrimination - subtle or explicit - to speak to a TSSA Rep in confidence and we will offer support, advise and challenge the issue head on.



See our '10 Reasons to Join & Support Equality' Video www.tssa.org.uk/equality

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For more information about our equality agenda and how you can get involved please visit www.tssa.org.uk/equality



Amy: Your enthusiasm for the rail industry is apparent, what is your specific role as a representative for TSSA?

Des: I have been on full time release for 8 years now as a TSSA Lead Health & Safety Representative, covering Scotland, London North East & East Midlands and Anglia.

I spent my early working life in the service industry and after moving to join the railway, I knew I had found a job that I loved. The railway is a fantastic place to work, with a real sense that workmates are your comrades and some even become almost like family. Most tasks can be repetitive, but every day is usually different.

Amy: Thank you for sharing your thoughts with us Des.

If you are reading this and would like to speak to TSSA about your own experiences and story then please get in contact with us by2025@tssa.org.uk